



REPORT OF THE MADRAS PAY COMMISSION 1959-60



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MADRAS PAY COMMISSION, 1959-60

CHAIRMAN :

SRI K. RAMUNNI MENON, I.C.S. (Retd.)
(Retired Chief Secretary to the Government of Madras)

MEMBER :

SRI P. RAMAKRISHNA AYYAR, I.C.S.
(District and Sessions Judge and Chairman, Sales Tax Appellate Tribunal, Madras)

MEMBER-SECRETARY :

SRI G. RAMACHANDRAN, I.A.S.
(Deputy Secretary to the Government of Madras)



REPORT OF THE MADRAS PAY COMMISSION, 1959-60

PART I.

CHAPTER I.

INTRODUCTORY.

1. In their Order No. 180, Finance, dated 24th February 1959, the Government constituted a Pay Commission to examine the existing structure of scales of pay, dearness allowance, other compensatory concessions and retiring benefits of State Government servants, both Gazetted and non-Gazetted, and recommend a suitable structure for the future. A copy of the Order setting out the circumstances leading to the appointment of the Commission and defining its terms of reference will be found in Appendix I.

2. The Chairman (Sri K. Ramunni Menon) and the Member (Sri P. Ramakrishna Ayyar) served on the Commission part-time throughout, while the Member-Secretary (Sri G. Ramachandran) was also on part-time basis till 2nd October 1959, when he was relieved of his other duties to become full-time Member-Secretary of the Commission. We were assisted in our work by a staff consisting of an Assistant Secretary (Sri M. Rajagopalan) and two Sections, each under a Superintendent with complementary staff.

3. We met on the 2nd March 1959, and held preliminary discussions among ourselves, in regard to the procedure to be followed by us and the broad lines on which information and views in respect of the subject-matter of our enquiry should be collected from Heads of Departments, associations of employees and prominent public men.

4. In pursuance of these discussions, all the recognized service associations were furnished with a copy of the Government Order defining our terms of reference, and they were requested to send in writing their views and suggestions on the matters covered by our terms of reference. We also issued a Press Communiqué inviting memoranda from recognized associations of Government employees, and also of teachers and employees of local bodies. There was good response to this request from the organizations of employees including unions of workers in Government industrial undertakings.

5. Simultaneously we also addressed all Heads of Departments requesting them to furnish information in respect of various points relevant to our enquiry with reference to a questionnaire prepared by us. A copy of the questionnaire circulated to the Heads of Departments is set out in Appendix II.

6. On a preliminary scrutiny of the replies received by us from some of the service associations, we felt that it would be helpful to elicit the views of some prominent public men on the general principles that should govern the determination of pay, allowances and retirement benefits of public servants. We, therefore, prepared a questionnaire (copy furnished in Appendix III) and sent it to all Members of the Legislature, Vice-Chancellors of Universities and a few leading economists inviting their considered views on the points raised in the questionnaire. The response to this invitation was poor; but we are glad that a few Members of the Legislature, in spite of their other preoccupations, kindly sent their replies.

7. On receipt of the replies of the Heads of Departments and the associations of employees, we made a detailed examination of the existing set-up of the different departments, with special reference to the present scales of pay. Thereafter, we held detailed discussions with the Heads of Departments on the points raised in their replies to our questionnaire and on the requests of the service associations, with particular reference to the adequacy or otherwise of the present scale of pay for all the important categories

of posts in their departments. The Secretaries to Government concerned were also invited to be present at these discussions which were spread over a period of nearly four months. On completion of these discussions, we heard representatives of the service associations including those of the employees of the local bodies and the workers' unions which had asked for an opportunity to place their views in person before the Commission. A list of associations of employees which were thus given a personal hearing will be found in Appendix IV. We also held independent discussions with the Secretary to Government, Finance Department.

8. We had been specifically directed by our terms of reference to take into account the recommendations of the Second Central Pay Commission in formulating our own proposals. The report of the Second Central Pay Commission was made public only towards the end of November 1959. The subject-matter of our enquiry being almost identical with that of the Second Central Pay Commission, we have benefited much from their valuable report and we have drawn on it freely. Our proposals, may, in a sense, be said to represent an attempt to adapt, in respect of employees of the State Government, the recommendations of the Second Central Pay Commission with due regard to local needs and, of course, local resources. We have differed from the approach of the Second Central Pay Commission in respect of certain matters, and these differences have been indicated in the relevant portions of our report.

9. Our report is divided into five parts. Part I deals with general considerations, Part II with scales of pay and Part III with retirement benefits, compensatory allowances and other miscellaneous matters. In Part IV we have furnished tabular statements exhibiting the present scales of pay and the revised scales for the posts in different departments. Part V contains the Appendices to our report. A summary of our main conclusions and recommendations has been furnished at the end of Part III of our report.

10. In the course of our work lasting over a year, we have received the utmost considerations and courtesy from the Government and we express our gratitude to them. The Secretaries to Government, the Heads of Departments, the Collectors and other Officers have also been of immense help to us and have furnished us with all the information required of them, for which we are grateful. We particularly thank all the prominent public men, who were kind enough to reply to our questionnaire sent to them in spite of their other preoccupations. We shall be failing in our duty if we do not also thank the representatives of Service Associations and Unions of Government Industrial Workers for the co-operation extended to us in our work. Our Assistant Secretary, Sri M. Rajagopalan, has been of great help to us in processing the voluminous material collected by us and has assisted us, in no small measure, in reaching correct conclusions. The Superintendents and the other staff have also shown remarkable devotion to duty and have worked long hours cheerfully. We wish to express our sense of deep appreciation of the services of Sri M. Rajagopalan and all his staff.

11. The Chairman and Sri P. Ramakrishna Ayyar, I.C.S. (Member), wish to place on record their high appreciation of the services rendered by Sri G. Ramachandran, I.A.S., Member-Secretary. His knowledge of the subject-matter of the enquiry, against the background of the larger economic problems of the country has been of special assistance. His energy, enthusiasm and keenness made it a pleasure to work with him. The Chairman and Sri P. Ramakrishna Ayyar, I.C.S. (Member), are very grateful to him.

CHAPTER II.

OUR TERMS OF REFERENCE.

1. We have been asked to examine the present structure of scales of pay, allowances and retirement benefits of State Government employees, both Gazetted and non-Gazetted. We have taken the term "State Government employees" to cover all employees whose emoluments and other conditions of service can be regulated by rules framed by the State Government and who are full-time Government servants within the meaning of Fundamental Rule 11. The officers of All India Services such as the Indian Administrative Service and the Indian Police Service are governed by rules framed by the Government of India under a special Act of Parliament, and their scales of pay, retirement benefits and other conditions of service are not regulated by the State Government. We have, therefore, treated the members of the All India Service as being outside the purview of our enquiry ;

likewise, the emoluments of certain highly placed officials like High Court Judges and Members of the Public Service Commission are governed by special provisions in the Constitution and they again do not come within our terms of reference. As part-time Government servants are not governed by Fundamental Rule 11, we have treated them also as outside the limits of our enquiry; village establishments are numerically the most important among such part-time employees who are not covered by our report.

2. We sought a clarification from the Government whether the case of industrial workers such as those employed in the State Transport Department, the Government Press and the Public Works Workshops was also to be considered by us. The Government were pleased to direct that the structure of pay, dearness allowance and other compensatory allowances of industrial employees should also be examined by us.

3. Our terms of reference require us also to consider the impact of our recommendations on teachers and employees of local bodies and recommend a complementary structure for them. We have accordingly considered the scales of remuneration of teachers including those working under local bodies and aided institutions. We have, likewise, examined the case of employees of local bodies in regard to whose scales of remuneration the Government can give a specific direction to the local bodies. Our recommendations cover about 1.73 lakhs employees of State Government, 1.13 lakhs of teachers employed under various agencies and 0.40 lakh employees of local bodies other than teachers.

4. Since the setting up of the Commission, the Government have also been referring to the Commission certain specific proposals for revision of scales of pay, conditions of service and other allied matters relating to particular categories of staff, and we have given special consideration to all such cases and have offered our recommendations in the relevant portions of our report.

5. Our terms of reference do not require us to consider conditions of service other than those of pay, allowances and retirement benefits of the Government employees. We have not, therefore, made any comprehensive recommendations in regard to conditions of service of employees such as those relating to probation, disciplinary proceedings and rules of conduct. In the course of our discussions with the Heads of Departments as well as service associations, certain issues relating to the organization of the different departments of Government were also raised. Though these issues are also perhaps outside our purview, we have indicated our views on such issues where they had a bearing on the contentment and efficiency of the services. Our recommendations in regard to scales of pay, allowances and retirement benefits will necessarily entail additional expenditure, and we felt that this additional expenditure should be matched by increased efficiency of the Governmental machinery. In this view, we have felt it necessary to offer incidentally some suggestions for the improvement of the present arrangements for recruitment, training and organization of some of the important services.

CHAPTER III.

HISTORICAL BACKGROUND.

1. The Commission has been asked to examine the present structure of emoluments of State Government servants and recommend a suitable structure for the future. It is necessary to refer briefly to the various stages through which the present complex pattern of emoluments of different grades of State Government employees has evolved to appreciate the demands of the employees and our own proposals in their correct perspective.

2. The first systematic attempt at evolving scales of pay for the different grades of employees of the State Government with reference to certain basic principles was made immediately after the First World War. The rise in prices of essential commodities and the rise in the cost of living which were met partially by a system of "Special War Allowance" provided the immediate occasion for the revision of scales of pay of subordinate services. The persistence of high levels of prices even after the War led to the appointment of a committee under the chairmanship of Mr. Marjoribanks. The Committee was asked to examine generally the adequacy or otherwise of the rates of pay of subordinate services and what were then called "Menial Establishments". On a consideration of the rise in the general level of prices since 1890-94, and the increase of prices brought about by the War, the Committee concluded that the prices had more than doubled since 1890-94 and that the remuneration of the subordinate services should be fixed on the assumption that the prices were not likely to fall below the level that prevailed then. It may now be of no more than historical interest to observe that the Committee considered that at the then ruling level of prices the minimum starting pay of clerks should be Rs. 30 in the mufassal and Rs. 35 in the City and that of a peon should be Rs. 12 in the mufassal and Rs. 15 in

the City. Sir Arthur Knapp was then placed on special duty to formulate definite proposals for the revision of scales of pay of subordinate services in the light of the recommendations of the Marjoribanks Committee. His proposals were scrutinised by Government, and then placed before a representative committee of the Legislative Council which generally approved them but suggested that the minimum pay of the clerks in the Madras City and mufassal should be fixed at Rs. 40 and Rs. 35 respectively instead of at Rs. 35 and Rs. 30 suggested by the Salaries Committee. The sanction of the Government of India was then obtained for the revision of salaries and the revised scales were given effect to. It may incidentally be mentioned here that one of the most important features of Sir Arthur Knapp's Scheme was the introduction of time-scales of pay in lieu of the graded scales which had till then been in force for most of the important posts. The time-scale providing for an assured rise from a minimum to a maximum by periodical increments has now become so firmly established as to be almost taken for granted by all classes of Government servants. The old system, i.e., the pre-1921 system of grade pays, under which employees of a certain class such as clerks doing comparable duties were paid at different rates and promotion from a lower to a higher pay was allowed only on the occurrence of a vacancy has now almost completely disappeared, though in the Civil Supplies and Food Production Branches of the Board of Revenue we came across, much to our surprise, some relics of this defunct grade system.

3. The recommendations of the Marjoribanks Committee and of Sir Arthur Knapp formed the basis of revision of scales of pay of the subordinate services. As regards the State Services, however the revision of their scales of pay was based upon the recommendations of the Royal (Islington) Commission on Public Services. In making its recommendations the Commission was guided not so much by economic considerations, such as rise in prices but rather by considerations of policy, the most important among which was to remove inequalities of remuneration as between educated Indians in public service and the Europeans. The Commission was influenced by the fact that "many of the higher officials had come to live in European style and that among educated Indians new standards of living were gaining general acceptance". The Commission also laid down the principle, which may at first sound platitudinous but which nonetheless would secure broad acceptance even today "that Government should pay so much and so much only to their employees as is necessary to obtain recruits of the right type and to maintain them in such a degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their service". This principle was generally approved by the Government of India and it was on this basis that the revision of salaries of the various Provincial Services was carried out during the year 1920-21. It may be of some interest to record here that while prior to revision the minimum and the maximum of a Provincial Service were Rs. 250 and Rs. 700 respectively, after the revision the minimum and the maximum were raised to Rs. 300 and Rs. 850 with a selection grade in the case of some Provincial Services. The non-official view, a view which later found acceptance with the Madras Retrenchment Committee of 1932, was that the revised scales of pay sanctioned for the Provincial Service in 1920-21 were more liberal than was warranted by the increased cost of living or the financial position of the State.

4. The next important landmark in the history of the scales of pay in Madras was 1933. The expectations of the Marjoribanks Committee about the level at which prices would stabilise after the war did not materialise, and prices, particularly of agricultural commodities, recorded a steep fall during the great depression. The Provincial revenues, which were then even more dependent than now on the prosperity of the agricultural classes, were affected by the fall in prices, and a Retrenchment Committee was appointed in 1931-32 for suggesting economies in expenditure. In pursuance of the recommendations of the Committee, the scales of pay were revised in a downward direction in 1933, the reduction ranging from 20 to 40 per cent in respect of Provincial Services. The Committee incidentally proposed that increments for different classes of Government servants should be biennial instead of annual. As regards subordinate services, the Committee did not suggest new and lower scales, but suggested a graduated scale of reduction related to limits within which pay at various levels might be reduced without detriment to the standards of efficiency. In this scheme of revision (undertaken in 1933) the minimum pay of Lower Division Clerks was reduced from Rs. 35 to Rs. 30 and of Upper Division Clerks from Rs. 60 to Rs. 55; the reduction in case of non-gazetted officers of higher supervisory grades such as Deputy Tahsildars and Tahsildars was even more substantial. The minimum pay of a Deputy Tahsildar was reduced from Rs. 150 to Rs. 125 and that of a Tahsildar from Rs. 200 to Rs. 175. The revision of 1920-21 on the basis of a rise in prices, which proved to be transitory necessitating a retrenchment later when prices fell, had a moral which was not lost on the Government when prices rose again during the period of the Second World War, and some relief had to be given to the Government servants. The view came to be established that a rise in prices should be met not by a revision of basic salaries but by a suitable scheme of "Special Allowance" to compensate for the rise in the cost of living.

5. In 1938, the Congress Ministry implemented a further scheme of reduction of scales of different grades of Government employees getting above Rs. 100 in pursuance of its general policy of reducing the emoluments of public servants. This revision however was short-lived, as in 1943, influenced by the rise in the cost of living due to conditions created by the War, the Advisory Regime restored the cut imposed in 1938 and thus re-introduced in effect the 1933 scales of pay.

6. The conditions created by the War led to a sharp rise in the general level of prices particularly of essential commodities. The arrangements made for financing the purchases by allied nations of essential supplies in India led to increased money supply within the country against payments made in sterling which formed the cover for note issue in the country. The rise in prices during the War period can best be gauged with reference to the Madras Working Class Cost of Living Index Numbers (1936—100)—

Year.				Madras Working Class Cost of Living Index.
1939	..	..	..	100
1940	—	—	—	107
1941	—	—	—	112
1942	—	—	—	133
1943	—	—	—	177
1944	..	—	—	202
1945	..	..	..	222

There was need for affording urgent relief to the Government servants to meet the increased cost of living and the Government decided in 1941 that the relief should be given in the form of a "dearness allowance." The dearness allowance was first sanctioned at the rate of Re. 1 per month to Government servants on pay not exceeding Rs. 40 per month in the Madras City and Rs. 30 per month in the mufassal in August 1941, when the cost of living index for the Working Class in Madras City stood at an average of 110 showing a rise of 12 points over the index for the pre-war month of August 1939. This rate was subsequently raised to Rs. 1-8-0 with effect from August 1942. By that time the Government of India had framed a scheme under which the country was divided into three areas 'A', 'B' and 'C' in accordance with the differences in cost of living and different rates were sanctioned for the three areas; and they advised the State Governments to assimilate their schemes with that of the Government of India as far as possible. This Government adopted the Central Government's Scheme with slight modifications, and sanctioned varying rates for different areas and also raised the pay limits for eligibility. Later, the Government of India found that the increases in dearness allowance were not commensurate with the rise in prices, and that the higher officials stood no less in need of relief. They therefore sanctioned a scheme of "War Allowance" equal to 17½ per cent of pay with effect from July 1944 for all non-Gazetted Officers and for married Gazetted Officers up to a limit of Rs. 2,000. This allowance was subject to a minimum of Rs. 50 per month and a maximum of Rs. 253 in the case of Gazetted married officers. These rates were adopted by the State Government also. In short, until March 1946, the Government of Madras generally followed the rates of dearness allowance of the Government of India.

7. In 1944 the Government decided that an enquiry should be conducted into the adequacy or otherwise of the existing scales of pay of the employees under their rule-making powers with reference to the conditions which were likely to exist after the war. A committee consisting of four non-officials with the Adviser-in-charge of Finance as Chairman worked on the problem from October 1944 to January 1945 and submitted a report to Government. The Government, however, had by then changed its mind, and felt that the question of revision of basic scales of pay should be deferred until after the war, particularly as reliable economic data to which basic scales of pay should be related would not become available until economic conditions became more settled after the war. The Government also felt that the main purpose for which the Committee was appointed had already been met by the grant of suitable relief to Government servants in the form of increased temporary war and dearness allowance.

8. In 1946 the newly formed Ministry set up a Committee under the then Minister for Revenue which came to be known as the "Cabinet Salaries Committee" to consider and make recommendations to Government on the scales of pay of various Government servants under the Madras Government's rule-making powers and employees of Municipal Councils and Local Boards and teachers in aided schools. The Cabinet Salaries Committee posed before itself the question whether the economic conditions after the war had become sufficiently stable to enable the question of salary revision to be pursued, and in particular

whether the rise in prices and the increased cost of living which lent urgency to their deliberations could not be met adequately by a suitable enhancement of the then existing rates of dearness allowances. The Committee attached importance to the feeling among the subordinate services that their salary scales were inadequate even when they were fixed in 1920, and that their position had become worse with the downward revision in 1933. They were also fairly certain that prices would not stabilise for a long time, and that if revision of scales was to be put off on that ground, they might have to wait too long. The Committee considered that steps should be taken to raise the general standard of living of the lower paid Government servants and felt that it could undertake a revision of scales of pay of the various Government employees with reference to a presumed level below which the cost of living would not fall, any rise in the cost of living above that level being met by suitable temporary allowances like dearness allowance. Working on this basis, the Committee assumed that the level of prices would not during the Post-War years fall below 160 per cent to 180 per cent of the pre-War level, and that a salary revision should be based on a cost of living index ranging from 160 to 180. According to the Committee, while the basic consideration in fixing the remuneration of Government servants especially of the lower-paid Government servants should be the cost of living, such factors as duties and responsibilities attached to a post, the qualification prescribed and prospects of promotion and above all the financial condition of the State should also be taken into account in arriving at appropriate revised structure of the scales of pay for the Government servants. The Committee's report was submitted in October 1946 and on the basis of its recommendations, which were broadly accepted by the Government, orders were issued in G.O. Ms. No. 78, Finance, dated 6th February 1947, revising the scales of pay of Government servants with effect from January 1947. The structure of scales of pay in force now is substantially the same as that laid down by this Committee and accepted by the Government.

9. Meanwhile the Government of India had appointed a Pay Commission with Sir S. Varadachariar as Chairman, with very broad terms of reference concerning the conditions of service of different classes of employees of the Central Government including the Railways. The report of this Central Pay Commission which was submitted to the Government of India in May 1947, i.e., after the revised scales of pay had been introduced in Madras, created a situation in which the revised scales of pay introduced in 1947 fell completely out of step with the scales of pay of employees of the Government of India. This first Central Pay Commission broke new ground in proposing that the policy of the Government in regard to the remuneration of its employees should be informed by moral principles, and that in particular the State must take some steps forward in the direction of giving effect to the principle of a minimum wage for its low-paid employees. The Commission considered that Rs. 55, split up as a basic wage of Rs. 30 and dearness allowance of Rs. 25, should be the appropriate 'minimum wage' for a working class family, and that likewise Rs. 90 split up as a basic wage of Rs. 55 and dearness allowance of Rs. 35 would be the appropriate 'minimum wage' for a middle-class employee. The Commission also suggested a formula for the adjustment of dearness allowance with variations in the cost of living. The acceptance of these recommendations by the Central Government created serious disparities in the emoluments of employees of State Governments and Central Government which caused much discontent particularly among the lower grades. The minimum remuneration (of a peon and a clerk) under the revised scales which came into force in April 1947 in Madras, was only Rs. 34 and 67 respectively against Rs. 55 and Rs. 90 proposed by the Central Pay Commission. During the last twelve years this disparity in emoluments between Central and State Government employees has been the source of much discontent among the employees of the State Governments, and the removal of these disparities has been the main plank in their agitation for improvement of their conditions of service.

10. Though the Central Government did not accept the first Central Pay Commission's recommendation of an automatic increase in dearness allowance with the rise in the cost of living, they stepped up the rates of dearness allowance on successive occasions. In January 1949 they sanctioned an increase of Rs. 10 in the dearness allowance of employees whose basic pay did not exceed Rs. 250; in June 1951 a further increase of Rs. 5 per mensem was allowed to employees in the same pay range and both the increases were described as 'ad hoc' measures. Thereafter for six years there was no change in the dearness allowance, but on the interim recommendations of the Second Central Pay Commission a further ad hoc increase of Rs. 5 in dearness allowance was sanctioned effective from 1st July 1957. These additional increases in dearness allowance sanctioned by the Government of India for their employees only served to accentuate the already wide disparities between State Government employees and Central Government employees. Parity with Central Government employees in regard to both pay and dearness allowance came to be the main demand of the State Government employees. But the Government could do nothing to meet this demand till 1952, when in partial recognition of the difficulties of its low-paid employees the Government sanctioned a Scheme of Medical and Educational concessions to its Non-Gazetted Officers with effect from the year 1952-53. These concessions were welcomed

by the non-gazetted employees, who, however, persisted with their main demand for parity in pay and dearness allowance with Central Government servants. The Government had to take note of these demands for parity, particularly in respect of dearness allowance and they appointed in 1956, an Official Committee with Sri W. R. S. Sathianadhan, I.C.S., the then Chief Secretary, as Chairman to examine the question of the rates of dearness allowance and propose modifications "consistent with the resources of the State". On the basis of the recommendations of this Committee the Government sanctioned an increase of Rs. 5 in dearness allowance of all Government servants up to a pay limit of Rs. 400 with effect from 1st November 1956. Early in 1957, the Government of India offered financial assistance to the State Governments towards improving the emoluments of their low-paid staff, and taking advantage of this offer, the Government sanctioned a further increase of Rs. 7 in the rates of dearness allowance to all Government servants including employees of Local Boards and teachers up to a pay limit of Rs. 400 with effect from 1st March 1957.

11. In August 1957, the Government of India, in response to the demands of their employees for improvement in their conditions of service were obliged to appoint a Second Central Pay Commission, and it is significant that this Commission was asked specifically to take into consideration in making its recommendations the disparities in the standards of remuneration and conditions of service of the Central Government servants on the one hand and of the employees of the State Governments, Local Bodies and aided institutions on the other. A section of employees of State Governments, had urged that the Second Central Pay Commission should specifically be asked to consider the case of employees of the State Government also. But the Government of India obviously could not accede to this in the present Constitutional set-up in which Central and State Governments, each within their own sphere, have the freedom to regulate the conditions of service of their respective employees.

12. The report of the Second Central Pay Commission was expected early in 1959. In the meantime the State Government set up the present Commission with the terms of reference indicated earlier in our report. Pending the examination of the present structure of pay, dearness allowance and retiring benefits, the Government also announced an interim relief in the form of an increase of dearness allowance of Rs. 5 to all grades of non-gazetted Government employees with effect from 1st December 1958.

13. The increases in dearness allowance of the order of Rs. 17 since 1956 have, to a considerable extent, bridged the disparities between Central Government employees and State Government employees, but these disparities still remain to an appreciable extent and the demands of the different grades of employees of State Government have to be considered against this background. While these disparities have been the most important single factor in contributing to the present state of discontent among the employees of State Governments, we are not however sure whether this discontent would have been so acute if the cost of living had not risen to the extent it has during the last 12 years. The following table will illustrate with reference to the Madras Working Class Cost of Living Index Numbers (Base 1936—100) the rise in cost of living during the period since 1947 :—

Year.				Cost of Living Index (1936—100).
1947	..	..	..	272
1948	..	..	..	309
1949	..	..	..	323
1950	..	..	..	325
1951	..	..	..	334
1952	..	..	..	330
1953	..	..	..	351
1954	..	..	..	341
1955	..	..	..	321
1956	..	..	..	358
1957	..	..	..	374
1958	..	..	..	401
1959	..	..	..	429

It will be seen that our economy has been experiencing persistently inflationary forces. The persistent and continuous rise in prices during these years except for short spells have caused considerable hardship to Government servants who, like all other sections of the population with fixed incomes suffer most in periods of inflation. There was a fall in the prices of agricultural commodities in 1955-56 but this relief to people with fixed

incomes was short-lived, for with the failure of agricultural production to maintain the earlier trends and the vastly increased outlays on development during the Second Five-Year Plan period, prices have again been on the increase since 1956. The requests of employees of State Government can be understood only in this context of a persistent rise in the level of prices particularly of essential commodities.

14. The years since 1947 have also witnessed a remarkable improvement in the levels of earnings of workers in the organized private sector. This improvement has no doubt partly been due to the improved bargaining power of industrial labour due to their organization into strong trade unions ; but it cannot be denied that it has also been partly aided by the progressive labour policy of the Governments at the Centre and in the State. Even apart from the levels of earnings, there has been improvement in other conditions of service in the private sector particularly in regard to security of tenure, retrenchment and retirement benefits, etc. The special advantages which employment under Government had over that in the private sector have thus been very largely neutralised. This again has contributed towards discontent among the Government servants.

15. The new structure of emoluments for employees of different grades to be evolved by us has therefore to take due note of the three factors, viz., the rise in cost of living, the disparities between emoluments of employees of the State Government and the Central Government and the considerable improvement in the levels of earnings of workers in the organized private sector. The increased cost of living is, among these three, the most crucial factor. The Central Government with its more elastic revenues has been able to compensate its staff more or less in an adequate measure for the rise in cost of living ; the private sector being able to pass on the burden of increased payments to its labour in the form of higher prices to consumers in a rising market has again been able to offer adequate compensation to its labour to neutralise the higher cost of living. These two, the Central Government and the organized private sector, together have set a pace which the State Government with its comparatively inelastic sources of revenue and the over-riding demands of a developmental programme has been unable to follow. This is the situation which we have to take note of in evolving a revised structure of emoluments, consistent of course with the financial resources of the State Government, which we have been specially asked to take into account.

CHAPTER IV.

GENERAL CONSIDERATIONS.

1. An efficient Civil Service is one of the essential pre-requisites of good administration. The policies and programmes of Government ultimately have their impact on the people through a vast myriad of Civil servants, and people will judge a Government by the keenness, the devotion to duty and the integrity displayed by its servants in their dealings with the public. The efficiency of the Civil Service does not depend solely upon a rational pay structure, but also upon proper recruitment, proper training and proper organization. It cannot however be denied that the scales of pay have an important bearing on proper recruitment to Government service and hence it is necessary in public interest to evolve a pay structure which will secure for public service the right type of personnel and foster in them the feeling that they are being adequately and fairly rewarded for their services.

2. While a private employer operating on a small scale and generally in close personal touch with his employees, has considerable freedom in settling the remuneration of his employees with reference to the needs or abilities of individual employees, the State is under an obligation to treat alike all its employees in a particular class, and has to guard itself against charges of discrimination against, or in favour of, particular employees. As the Tomlin Commission observes " where the employer is a private individual the terms of employment can be settled directly between the two parties to the contract. In substance the position is the same in large commercial companies where the corporate employer is represented by a Board of Directors as agents. Moreover, in many cases the test of profit or loss gives some guidance to the staff costs which can be afforded. In the case of public employment not only is the test of profit or loss normally absent, but as between the Crown (State) as employer and the individual Civil servant the chain of responsibility is longer. "* The senior officers of Government who represent the managerial element and play a large part in settling the terms of employment of staff are themselves Civil servants and enjoy only a delegated authority from the Government. The power of Government in turn is

* Report of the Tomlin Commission cited on page 15 of the Royal Commission on the Civil Service, 1953-55.

limited by their responsibility to the Legislature where questions relating to the conditions of service of Government employees are frequently discussed. It is therefore necessary for the State to lay down and adhere to certain basic principles in the determination of the scales of pay of different grades of Government servants. As the Priestley Commission put it "it is necessary that there should be principles of pay for Civil Service, that they should be right and be seen to be right in theory, and that they should be capable of application in practice".*

3. In a Parliamentary democracy the permanent Civil Servants should be above all political influence as they will be called upon to serve Governments of different political complexion. If the Civil Service is to be free from political influence, it is necessary that a rational pay structure conforming to some broad principles, which command general acceptance, should be evolved and adhered to, irrespective of the political complexion of the Government in power for the time being. As the Priestley Commission put it "it is most important that Civil Service pay should be settled in the light of the explicit principles that will commend themselves as fair both to the staff concerned and to the community as a whole and that can be applied by successive Governments without impairing the non-political nature of the service."

4. Dr. M. H. Gopal,† an Economist, who has made a study of public salaries with special reference to Indian Conditions, lays down three separate but inter-dependent principles, namely, efficiency, compensation and economy as the basis for a sound structure of public salaries. The principle of efficiency which is important from the point of view of the employer, namely, the State, would require that the scales of pay should be such that the efficiency of the public service is not impaired. This principle requires, in the words of the Anderson Committee "that the employer should pay what is necessary to recruit and retain an efficient staff." The second principle is important from the point of view of the employee. The scales of pay should be adequate having regard to the nature of the work and the degree of responsibilities entrusted to the employees and the cost of general educational or special professional training undergone by him. The third principle of "economy" is important from the standpoint of the community for whose benefit and at whose cost the administration is maintained. "If a particular level of salaries increases the efficiency of public servant in such a way that the social welfare is maximised then it is economy from the point of view of the community."

5. The structure of public salaries is generally the result of a compromise between certain principles of the nature set out above. At different times, however, different emphasis has been laid down on the general principles that should determine the remuneration for the public services. The Islington Commission laid down the principle, which has been the basis of all discussions on scales of pay in India, and which has consciously or unconsciously influenced the decisions of Government in the past when general revision of scales of pay was undertaken. This Commission suggested that "the Government should pay so much and so much only to the employees as is necessary to obtain recruits of the right standard and to maintain them in such a degree of comfort and dignity as will shield them from temptation and keep them efficient for the term of their service."‡ This principle of remuneration of Civil Service, in brief, suggests that the different grades of Government employees should be paid according to their market value nothing more or less. This principle if strictly applied, however, will not be considered to be fair according to modern ideas particularly in respect of lower grades of Government employees. The principle of market value suggests that as long as there are enough candidates offering themselves for employment at a given level of remuneration, that level of remuneration should be considered adequate. We have analysed the figures of candidates appearing for the examinations conducted by the Service Commission for the Madras Ministerial Service and the Judicial Ministerial Service and the Central Branches of the Secretariat to find out whether there has been any dearth of candidates in recent years for employment in clerical grades under Government. We find that the number of candidates who appear for these examinations has ranged from three to six times the number of vacancies ultimately filled, and that even at the existing level of remuneration, which has been urged to be unfair to the employees, there has been no dearth of candidates with prescribed qualifications offering to take up a career under Government.

6. We should however add that while the number of candidates with the minimum qualification prescribed for clerical grades has been much larger than the number required, the number of persons with higher qualification such as a University degree offering themselves for these services has somewhat declined in recent years. No difficulties have

* Report of the Royal Commission on the Civil Service, 1953-55, page 15.

† "Basis of Public Salaries."

‡ Report of the Public Services Commission (Lord Islington), 1916, paragraph 49.

likewise been experienced in filling the posts of last grade servants and other unskilled workers in Government services as will be seen from the figures furnished by Employment Exchanges through which recruitment to these posts is normally made. Serious difficulties have, however, been experienced in filling certain technical posts particularly in departments like Medical, Public Health, Industries and Public Works and in respect of these posts the principle of market value will still hold good.

7. But as we have already stated, this principle, if strictly applied, will not be fair to the lower grades of Government employees in our country, where because of the traditional preference for service under Government and lack of adequate opportunities of employment in Commerce and Industry, the supply of labour is in excess of the demand for the same. The principle of 'market value' was therefore criticised by the representatives of employees before the Varadachariar Commission as "Ricardian in spirit and as based on the capitalistic outlook of the 19th century." The Varadachariar Commission itself recognized that the principle of 'market value' should be tempered in its application to the lower grades of Government employees by some moral and ethical considerations. The labour policy of the Government since independence has also tended to stress the fact that labour cannot merely be treated as a commodity and remunerated on the principle of market value and that the reward of labour should also be determined by moral and ethical principles. In these circumstances, we feel that the determination of emoluments of Government servants in the lower grades cannot be made purely with reference to economic considerations.

8. In urging that Government's wage policy towards their employees should be influenced by ethical considerations the Employees' Associations have urged that Government should assure, irrespective of the market value of labour, a minimum wage or a fair wage or a living wage for their employees.

9. *Minimum wage.*—The principle of a "minimum wage" has been accepted and applied in the determination of wages in a number of industries in the organized private sector. As we interpret it, the theory of minimum wage requires that a certain irreducible minimum level of wages should be assured to employees irrespective of what would be justified on purely economic considerations or with reference to the responsibilities attached to a post. To illustrate, judged purely with reference to the nature of work and responsibilities or the availability of labour, the present level of remuneration of the Last Grade Government servants may appear to be adequate. But on the doctrine of minimum wage, the present remuneration will not suffice, if it falls short of the essential needs of the employees. The expressions "minimum wage" as well as the related concepts of a "fair wage" or "living wage" which have been widely used by the employees in their memoranda and in the course of discussions with us are not however capable of precise definition. They, however, reflect the desire on the part of the Government employees as part of the general labour force in the country for a better deal. It is necessary to examine these concepts in some detail.

10. *Minimum wage, fair wage and living wage.*—The Committee on Fair Wages set up by the Government of India in 1948-49 did pioneering work in giving precision and concreteness to these concepts. According to the Committee, the "minimum wage" is the irreducible amount considered necessary for the sustenance of the worker and his family and for the preservation of his efficiency at work. The "living wage" on the other hand is the amount which would enable the earner to provide for himself and his family not merely the essentials of life but also a measure of comfort. Between these two limits is the "fair wage", the floor for which is set by the minimum wage, and the ceiling by the capacity of the industry to pay. These different wage concepts by their definition are not rigid and they have to be modified in relation to the place and time with reference to which they are considered.

11. The yardstick used for fixing the minimum wage in private industry is the monthly budget of a standard working class family. Some assumptions have to be made in regard to size of such a standard family, its age and sex composition and the goods and services which are necessary to ensure for the members the required standard of living. After considering different opinions on the subject, the practice of other countries, and more particularly the results of the family budget enquiries in this country, the Fair Wage Committee concluded that the standard Indian working class family should be reckoned as one consisting of a worker, his wife and two children, making in all three consumption units, and that in the determination of minimum wages, the earnings of the worker should alone be taken into account.

12. The Fifteenth Session of the Indian Labour Conference which considered the wage policy of the Second Five-Year Plan period suggested certain norms for guidance of all wage fixing authorities, viz., firstly that in calculating the minimum wage, the standard

working class family should be taken to comprise three consumption units per earner, secondly that minimum food requirements should be calculated on the basis of a net intake of 3,000 calories as recommended by Dr. Aykroyd for an average Indian adult of moderate activity, and thirdly that requirements of cloth should be estimated on the basis of a per capita consumption of 18 yards per annum which would give for an average worker's family of four a total of 72 yards. The conference further suggested that in respect of housing, rent corresponding to the minimum area provided under Government's Industrial Housing Scheme should be taken into consideration and that fuel, lighting and other miscellaneous items of expenditure should constitute 20 per cent of the minimum wage.

13. The view that labour should be assured of a minimum wage related to its essential needs has become firmly embodied in the policy pursued by the Government in relation to industrial labour in the last decade; the Government have sought to enforce by legislation a certain level of minimum wages in respect of a number of industries; this view has also received reinforcement recently from the report of the Second Central Pay Commission.

14. While there may be near-unanimity of opinion on the question of assuring the employees of a minimum wage there is room for difference of opinion however as to the level at which the minimum should be fixed and the considerations to be borne in mind in fixing such a minimum. The various employees' organizations have worked out their demand for a minimum wage in relation to certain hypothetical family budgets. These family budgets have themselves been framed in relation to what they consider to be certain essential nutritional standards. The Madras Last Grade Government Servants' Association has demanded a minimum wage of Rs. 115 per mensem and have justified it with reference to a family budget providing for six consumption units, though normally in fixation of minimum wage in the private sector only three consumption units are taken into account and provided for. The Tamilnad Non-Gazetted Government Officers' Union have claimed a minimum of at least Rs. 125 for an unskilled worker and have sought to justify this both with reference to certain estimates made by them of their needs of food, clothing, housing, etc., for a working class family and also with reference to the per capita income of the country. In their view the expenditure for an average worker's family providing only for 3 consumption units will work out to Rs. 133 per mensem at the cost of living index at 360 points and the break-up given by them is as follows :—

								RS. NP.
Food	..	..	..	..	..	..	..	81 00
Clothing	..	..	..	..	..	..	..	9 00
House rent	..	..	..	..	..	..	..	17 50
Fuel, lighting, etc.	..	..	..	..	..	..	..	26 37
								<hr/> 133 87 <hr/>

The estimates furnished by the Union in different places in the memorandum vary among themselves, and they are different, too, from estimates made by the Last Grade Servants' Association and some other employees' associations like Irrigation Conservancy Subordinates' Association. The family budgets placed before us by employees' associations do not therefore provide a safe and reliable basis for the determination of the minimum wage.

15. Taking the minimum requirements of a working class family to be Rs. 125 per month, the Tamilnad Non-Gazetted Government Officers' Union has pressed that a suitable differential should be allowed for a middle-class family over a working class family and that in their view this differential should be of the order of 80 per cent. On this basis, the lowest ministerial employee entering Government service should, in their view, get Rs. 225.

16. They have suggested a radically revised pay structure for the different grades of Government employees on these assumptions of a need-based minimum wage of Rs. 125 for an unskilled worker and of Rs. 225 for a middle-class employee. While normally in wage fixation, minimum wage is determined only for the lowest levels of certain categories of employees, such as workers and middle-class employees and wages for higher grades are determined with reference to proper relativities as between different grades and other considerations such as qualifications and responsibilities attached to the posts,

the Tamilnad Non-Gazetted Government Officers' Union has proposed also separate minima for different grades of skilled and ministerial employees. In their view, the minimum pay for various classes should be as follows :—

	Rs.
Unskilled workers	125
Semi-skilled	175

Skilled or Ministerial employees.

Lower Division Clerks	225
Upper Division Clerks	300
Supervisory Grades	360
Higher Supervisory Grades	405

They have besides proposed that the maximum of the time-scale of different posts should be two-and-a-half times the minimum in the lowest grades and twice the minimum in the higher grades. By implication therefore the Tamilnad Non-Gazetted Government Officers' Union in their original memorandum suggested the following scales for the employees at different levels :—

	RS.
Unskilled labourers and peons	125—312½
Semi-skilled workers	175—439½

Skilled workers or Ministerial staff.

Lower Division Clerks	225—562½
Upper Division Clerks, etc.	300—600
Supervisory Grades	360—720
Higher Supervisory	405—810

We are not sure whether the Non-Gazetted Government Officers' Union itself has fully realized the implications, financial, administrative and otherwise of the various scales proposed by them. On a rough estimate, their proposals will entail additional expenditure of the order of 27.74 crores per annum or 1½ times the present outlay on establishment charges for Government employees alone. If the scales are made applicable as they should be to teachers and employees of local bodies as well, the additional cost will be a staggering figure, being of the order of 43.84 crores per annum.

17. In our view the theory of a minimum wage will have reference only to the lowest level of employees. Once a minimum wage for the lowest level of workers has been arrived at, on whatever basis may be considered proper, the rest of the wage structure should be determined with reference to the usual tests of maintaining proper relativities between grades within the structure, the remuneration for corresponding class of employees in other occupations, etc., and the ability of the employer to pay. In other words, the minimum wage should only form the basis of a rational pay structure and it cannot be laid down separately for the different levels of workers.

18. The minimum wage as proposed by the various employees' organizations has been arrived at with reference to certain standards of consumption laid down by the nutritional experts. While the nutritional standards laid down by experts may provide a broad indication of the physical needs of workers, we are not sure whether it will be appropriate to fix the minimum wage solely with reference to such nutritional standards when it is recognized that a large majority of the people in this country do not enjoy such nutritional standards and are not likely to attain such standards in a measurable distance of time.

19. The minimum level of wages indicated by the Tamilnad Non-Gazetted Government Officers' Union and other employees' organizations has not yet been reached even in the organized private sector. According to certain figures furnished to us by the Director of Statistics, the average level of earnings even in private sector in 1958 is only Rs. 95. It should be pointed out that the figures furnished by the Director of Statistics are based on the returns obtained under the Payment of Wages Act which applies to all

workers earning up to Rs. 200. In other words, the figure Rs. 95 represents the average earnings of all workers earning up to Rs. 200 and the minimum wage of the lowest level of workers in the organized sector should therefore be far less than Rs. 95.

20. Some of the employees organizations however have in justification of their demand for a minimum wage higher than that prevalent even in the organized private sector urged that the State should be a "model employer". They have argued that the State should give a lead to other private entrepreneurs and should not be guided solely by the levels of wages prevailing in private employment. We agree that the State should be a model employer in the sense that it should set certain standards of fair labour practices but we cannot take the term "model employer" to imply that the level of earnings in Government service should be higher than the best in the organized private sector, for that will not only impose heavy financial burdens on the community but will also make Government servants a privileged class, economically and socially far above the rest.

21. In fixing a minimum wage we cannot also overlook the fact that the economy of the State is still largely rural and that the Government employees as well as employees in the organized industrial sector constitute only a very small section of the population. According to information compiled by the Director of Statistics the average level of earnings of the agricultural labourers in the Madras State is only Rs. 1.24 per day and even on an optimistic assumption that these labourers get work for 30 days, their monthly earnings aggregate on an average only to Rs. 37.2. Even the land-owning classes are not far better off. According to an estimate furnished to us, by the Director of Statistics, even in the Tanjore district with assured facilities for irrigation, an agriculturist with a holding of 5 acres of land gets a net income of only Rs. 1,000 per year. When it is remembered that the average holding in the State is 3 acres, it will be clear that the net earnings in the agricultural sector, viz., Rs. 600 are far less than the minimum wage asked for by the Last Grade Government servants and the ministerial employees. Next to agriculture, handloom industry is the most important in the State providing employment to nearly 5 lakhs of families. According to a survey conducted by the Statistics Department, two-three years ago, the average earnings of a handloom weaver, who will be classified as a "skilled" worker, is only Rs. 28 per mensem. The daily earnings in other cottage industries are even less, ranging from according to the figures furnished by the Director of Statistics, 8 annas in the sericulture to Rs. 1-14-3 in the brass metal industry at Kumbakonam. We are aware that the economic condition of the agricultural classes as well as of people engaged in cottage industries is very low and it is the aim of all planned economic development and agrarian legislation to bring about a significant improvement in their standard of living. We are aware also that Government employees working largely in urban areas and having to observe regular hours of work and a rigid discipline should be assured of a minimum wage, somewhat higher than that which falls to the lot of the agricultural labourer or the small landholder or the small artisan. But we have had to refer to the lower level of earnings in the agricultural and other sectors only to show that the minimum wage of a Government employee cannot be considered in isolation, and further it must necessarily be related, to the economic condition of the other sections of the population and cannot be arrived at, on *a priori* considerations or on the basis of hypothetical family budgets framed with reference to a standard of consumption beyond the reach of the vast majority of the people.

22. The Tamilnad Non-Gazetted Government Officers' Union has sought to justify its demand of a minimum wage of Rs. 125 for an unskilled employee also with reference to the per capita income of the country. They have quoted Dr. M. H. Gopal in support of the view that the minimum wage should be fixed at a multiple of the per capita income, and have pressed that the minimum wage should be three times the per capita income. But the per capita income of India for 1957-58 was only Rs. 275.6 and even on their own calculation the minimum wage could only be about Rs. 810 or less than Rs. 70 per mensem. To get over this difficulty, the above Union has cast doubts on the accuracy of the national income estimates themselves. They have quoted out of context the views of Professor Kaldor in regard to the phenomenon of undisclosed income and assuming that the undisclosed income would be of the order of 50 per cent, the Union has argued that the minimum wage should be Rs. 140 and not Rs. 70 in relation to the present per capita income. We have carefully studied the report of Professor Kaldor, and have noted that Professor Kaldor has not made any observation in regard to the per capita income. He has merely referred to the widespread practice of under-reporting of incomes for purposes of income-taxes among certain sections of the people. Professor Kaldor has merely observed that the income-tax so evaded would be to the tune of Rs. 200 to Rs. 300 crores. The national income in India in 1957-58 was of the order of Rs. 10,830 crores and the addition of income concealed by the assesseees would not make any appreciable difference to the figure of Rs. 275 which is the per capita income as estimated by the

Central Statistical Organization. Even on the reasoning relied on by the Tamilnad Non-Gazetted Government Officers' Union, a minimum wage of Rs. 125 per month is thus unsustainable. We grant that the per capita income has a bearing on the determination of a minimum wage, but it will be difficult to accept any rigid limit such as that the minimum wage should be three times the per capita income. The per capita income for the country for 1957-58 was Rs. 275.6. The per capita income of Madras State will probably be somewhat lower than the national average.

23. We drew the attention of the Tamilnad Non-Gazetted Government Officers' Union to the views of the Second Central Pay Commission which had concluded that the minimum wage would be of the order of only Rs. 80 and invited them to send a further memorandum, if need be in the light of the Second Central Pay Commission's Report. The Union accordingly sent us a supplemental memorandum in the course of which while reiterating that a fair minimum wage would be as indicated in their earlier memorandum, they have conceded that for the present it would be sufficient if the recommendations of the Second Central Pay Commission in regard to minimum wage are accepted. In other words, their request for a minimum wage now resolves itself into a question of parity with the emoluments of corresponding grades of Central Government employees, a question which now we proceed to consider in some detail.

24. *Disparities between the emoluments of employees of State Government and Central Government.*—The disparities between the emoluments of Central and State Governments, as observed earlier, have been the most important single factor contributing to discontent among the employees of the State Government particularly in the lower grades. During the last twelve years, the Service Associations in the State have focussed public attention on this problem of the disparities between the two classes of public employees, Central and State, and the removal of such disparities has been their main and persistent demand. There is near unanimity among the few public men who sent replies to our questionnaire that the existing disparities should be removed. Many of the Heads of Departments, who gave evidence before us, have also urged that the present disparities between the Central and State employees cannot be upheld on any rational basis, and should therefore be removed. The serious embarrassment caused to the State Government by the disparities in the levels of remuneration of State and Central employees would appear to have received recognition even at the hands of the Central Government as would be seen from the terms of reference of the Second Central Pay Commission which was specially asked to take into account the disparities in the standards of remuneration and conditions of service of the Central Government employees on the one hand and of the employees of State Governments, local bodies and aided institutions on the other. The inclusion of this specific reference to the disparities between Central and State employees gave rise to hopes that some concrete suggestions would be made by the Commission for the removal of such disparities among the employees of the State Government. The Second Central Pay Commission, however, on a detailed analysis of the different aspects of the problem of disparities in emoluments between Central and State Governments has reached the conclusion "that it is after all for the State Governments to consider the problems of their lower grade employees on merits and to find solutions for them".

25. The fact that the removal of disparities between employees of State and Central Governments engaged on identical duties in the same locality is the main demand of the employees and that it has secured a considerable measure of support both among the public and the Heads of Departments does not, however, obviate the need for a critical examination of the implications of this demand. The request for parity with Central Government for State Government employees was initially confined to the employees of lower grades, but we find that, of late, employees in the higher grades have also begun to put forward demands for parity with corresponding grades in Central Government service.

26. We would like to point out even at the outset that comparisons in emoluments between employees of State and Central Governments can be made appropriately only in lower grades, as it is only at those levels that the duties and responsibilities attached to the posts, as well as the qualifications expected of the holders of the posts are easily comparable. Any attempt at comparison of emoluments between State and Central employees in the higher grades with reference merely to the nomenclature of the posts can be extremely misleading, for the organizational structure of the Government of India establishments is not identical with that of the State Government. There are also a number of cadres under the State Government for which it is difficult to find parallels under the Central Government. The comparison between State and Central employees at the gazetted levels will be particularly inappropriate, as the scales of pay for the class of officers under the Central Government at this level are influenced by the consideration that they have to be drawn from generally a wide area and by the fact that these posts also carry an element of All-India transferability. We therefore feel that comparison

between employees of State and Central Governments with a view to bring about a reduction or removal of the current disparities between State and Centre can be fruitfully made only at the lower levels ; a comparison can in fact be made only at the level of the Last Grade servants and Ministerial and comparable staff up to the level of Upper Division Clerks. An appropriate minimum remuneration for these lower categories having been arrived at on such a comparison, the logical course will be to evolve a rational and independent pay structure for the employees of State Government with reference to their responsibilities, qualifications, age at which recruitment or promotion is made and other relevant considerations, without necessarily seeking to secure identity of remuneration with posts of the same nomenclature under the Central Government.

27. Though the demand for parity in emoluments with employees of Central Government has been put forward since 1947, it is necessary for a proper appreciation of this demand to remember that even prior to 1947 there were disparities between the employees of Central and State Governments. This is a fact to which inadequate attention has been paid, understandably though, by the employees. As a preliminary to an objective consideration of the demand, we would, therefore, stress the fact that even prior to 1947, that is, prior to the implementation of the recommendations of the Cabinet Salaries Committee by the Madras Government and of the recommendations of the Varadachariar Commission by the Central Government, there were disparities in emoluments between the Central and State Government servants, though these were far less than what they eventually became after the implementation of the recommendations of the first Central Pay Commission by the Central Government. Prior to 1947, the minimum monthly remuneration of a peon under Central Government was Rs. 30 while that of his counterpart under the State Government was Rs. 28 ; there was, thus, a difference of only Rs. 2 which may be considered negligible. At the level of the Lower Division Clerk, the disparities were wider, the emoluments of Lower Division Clerk under the Central Government being Rs. 61 against Rs. 46 allowed to a Lower Division Clerk under the State Government. There was, thus, a fairly substantial difference of Rs. 15 in the emoluments of Lower Division Clerks under the two Governments. It is necessary also to point out that the disparities in the emoluments of gazetted officers under the Central and State Governments were even greater. After the implementation of the recommendations of the first Central Pay Commission these disparities became far wider. The total minimum remuneration of a peon under the State Government was only Rs. 32 in 1947, while under the Central Government it was Rs. 55. The disparities became even greater at the level of the Lower Division Clerk as his total minimum emoluments in 1947 were only Rs. 63 as against Rs. 90 allowed to his counterpart in the Central Government service. These disparities were further accentuated when the Government of India sanctioned on *ad hoc* basis an increase in dearness allowance to their employees in January 1949 and again in June, 1951. Since November 1956, the State Government have given an increase of Rs. 17 in all the emoluments of their lower paid employees in the form of dearness allowance and even after this increase, the disparities still remain. With the acceptance of the recommendations of the Second Central Pay Commission the disparities would in fact be as under :—

						Minimum remuneration.	
						Under State Government.	Under Central Government.
						RS.	RS.
Peons	..	..	..	..	..	53	80
Lower Division Clerks	..	..	..	..	..	84	120
Upper Division Clerks	..	..	..	..	..	121	140

28. As the Second Central Pay Commission has rightly observed, the problem of disparities between the emoluments of State and Central Government employees is in a large measure a problem of disparities among the employees of the various State Governments themselves. In a large federation such as India, different States are bound to be in different stages of economic development and standards of living are therefore bound to vary. The scales of remuneration of the State Government employees reflecting, as they should, the differences in the economic condition of the different States are therefore bound to vary. The Federal Government operating in such an environment has therefore only two courses open to it. It can fix a uniform level of remuneration for its employees working in different States with reference to what may be considered a national average arrived at as a result of a broad comparison of the economic condition in different States and the levels of remuneration in the private sector in the different States. Or alternatively it can remunerate its employees working in different States on the same level as that of employees of the State Government engaged on identical duties. For various practical reasons the Central Government chose the first alternative of fixing the remuneration of its employees on a uniform basis without regard to the State in which they might be working.

29. The Second Central Pay Commission has also invited attention to the fact that disparities between the Central staff and those of the State is a feature noticed in other countries with a Federal form of Government. They have recorded that in the United States of America while the minimum salary of a Federal employee belonging to the classified service is \$2,690 in many of the States it is much lower (\$1,056 in Alabama, \$1,524 in Missouri, \$1,500 in Indiana and \$1,680 in Wisconsin). In Canada also there is no deliberate attempt to establish parity between the Federal and Provincial employees.

30. The aim of our economic planning is to bring about uniform development of the Indian economy by giving special assistance, if need be, to economically backward States. To the extent that the regional disparities in development are ironed out and standards of living are improved as a result of the implementation of the Five-Year Plans, it will be possible to ensure identity in the scales of remuneration of the employees of the different State Governments and therefore as a necessary consequence also ensure parity between the State and Central employees. But till such uniformity in the economic conditions of different States is attained, some measure of disparities between the employees of different State Governments themselves on the one hand and between the employees of State Government and Central Government on the other is inevitable.

31. We have, therefore, to fix a scale of remuneration for the employees of the State Government with reference to the economic conditions in the State, no doubt, keeping in view the need to minimise the disparities between employees of the State Government and the Central Government working in the State, complete identity of remuneration not being attainable in the present circumstances.

32. We are aware that denial of complete parity with employees of Central Government would cause great disappointment among the employees of the State Government. An estimate made by us has shown that the assurance of parity even in the initial emoluments of Government employees, teachers and employees of local bodies up to the level of Upper Division Clerks will entail an additional cost immediately of a little over 9 crores ; in terms of average cost, the additional cost will be higher. To this should also be added the cost on account of inevitable adjustments in the scales of posts above the level of Upper Division Clerks. On financial considerations also, the request for parity in emoluments with employees of Central Government has to be rejected as impracticable. It is not merely that with the present level of resources of the State additional expenditure of the order needed to ensure such parity is impossible ; even if additional resources are made available to the State as a result of the recommendations of the Finance Commission or otherwise, the State Government may still have to strike a balance as between the demands of the employees on the one hand and the needs of the developmental programmes of the State on the other.

33. With this background, we have, however, sought to ensure that the disparities between the Central and State Government employees are reduced to an appreciably lower level. The differences that may still subsist between employees of State and Central Governments may have to be put up with till, as we have pointed out, the economy of the State is strengthened.

34. It is also only proper to remember that there are some special advantages enjoyed by the State Government employees which, to a certain extent, will serve to offset the disparities between the employees of the two Governments. First, the lower-paid employees of the State Government have been granted certain educational concessions whose value, though it may be difficult to compute in monetary terms, is nonetheless substantial, particularly for an employee with a large family. The Central Government servants working in places other than the Madras city do not get a house rent allowance, whereas employees of the State Government up to a pay of Rs. 150 working in municipal areas and even at Taluk headquarters get a house rent allowance. We are proposing elsewhere extension of this concession to all non-Gazetted employees. This will serve to further minimise the differences in emoluments between the employees of the Central and State Governments working in urban areas other than in the Madras city.

35. We would also like to stress a fact, which is often lost sight of in the frequent comparisons between the State and Central Government employees, that the prospects of promotion for many classes of employees under State Government are generally brighter than for comparable grades of employees under Central Government. If comparison is to be made between Central and State Government employees, after all the comparison should be made not merely in respect of pay, but also in terms of the whole career prospects of employees of Central and State Governments ; and when such a comparison is made we are sure that the disparities in pay that may still remain between the Central and State employees will appear less unacceptable than they would otherwise be.

36. As pointed out earlier, even the disparities that may remain after the acceptance of our recommendations and the introduction of new scales of pay may only be a transitional phenomenon; these disparities may disappear when the present predominantly rural economy of the State is diversified and strengthened. During this transitional period when disparities persist, it is necessary to ensure that they are not further widened as a result of unilateral increases given by the Government of India in emoluments of their employees. In 1947, the State Government's rates of dearness allowance got seriously out of alignment with Central rates and it was this which, among other reasons, later rendered it difficult for the State Government to keep pace with the Central Government. We have now sought to bring the rates of dearness allowance for the State Government employees in line with those of the Central Government and we hope that it will be possible hereafter for the Governments at the Centre and in the State to take agreed decisions in regard to variations in the rates of dearness allowance, as was the practice before 1946. If such agreed decisions are hereafter taken in regard to variations in the rates of dearness allowance, we shall also be ensuring that the disparities in emoluments between Central and State employees, which will be substantially reduced as a result of our recommendations, will again not be allowed to grow more serious.

37. We would also strongly press for the acceptance by the Governments both at the Centre and in the State of the suggestion of the Second Central Pay Commission that a scheme of recruitment to Central services, particularly in Class III and Class IV, from among employees of State Government should be worked out in detail and accepted. Such a scheme of recruitment will secure for the Central Government a better type of employees than they are now getting through Employment Exchanges or otherwise. Such a scheme would also provide avenues of advancement for the lower-paid employees of the State Government who may then reconcile themselves more readily to some measure of disparity in the scales of emoluments between Central and State Governments. The Second Central Pay Commission while commending such a scheme of recruitment to Central services from State services has, however, left the details to be worked out by the Government. It is necessary, if the scheme is to serve the purpose which the Second Central Pay Commission has had in view, that the rules regarding recruitment of the Central services from among State Government employees should be worked out in a manner fair to the employees of the State Government. We would suggest that the representatives of State Governments should be associated in the working out of the detailed scheme envisaged by the Second Central Pay Commission.

38. The minimum wage of Rs. 80 recommended by the Second Central Pay Commission has obviously been fixed with reference to an all India average struck by comparison of the varying conditions of living in different States. There are wide variations even in the earnings of workers in private sector in different States and the average earnings of workers in Madras State are lower than the all India average earnings of similarly placed workers as will be seen from the following figures collected from the *Indian Labour Gazette* :—

*Statement showing the earnings of Factory workers drawing less than
Rs. 200 per mensem.*

							1957.
Andhra Pradesh	..	..	..	..	..	..	1,030·8
Assam	..	..	..	..	..	..	1,833·6
Bombay	..	..	..	..	..	..	1,452·6
Kerala	..	..	..	..	..	..	805·0
Madras	..	..	..	..	..	..	978·9
Mysore	..	..	..	..	..	..	967·3
Uttar Pradesh	..	..	..	..	..	..	1,077·5
West Bengal	..	..	..	..	..	..	1,173·6
Average of all the States							1,233·9

Source : *Indian Labour Gazette*, published by the Labour Bureau, Ministry of Labour and Employment, Government of India, October 1959.

The statistics have been compiled from Annual Reports on the working of the Payment of Wages Act, 1936.

In so far as the average earnings of factory workers in Madras are lower than the all India average, the minimum wage for Government employees which is to be fixed, among other things, with reference to the economic conditions of the State as reflected in the

earnings in the private sector, should obviously be lower than Rs. 80. In fixing this minimum wage of the lowest level of Government employees with reference to the economic conditions in the State, we feel that it would be necessary to provide fully for the rise in the cost of living that has taken place in recent years.

39. In 1939, the normal year before the Second World War, the minimum remuneration of a Last Grade Government servant was Rs. 12. To a specific question from us, the representatives of the Madras Last Grade Government Servants' Association, some of whom had been in service in 1939, conceded that they were quite satisfied with the remuneration of Rs. 12 in 1939. The working class cost of living index for Madras for 1959 was on the average 429, and providing for full neutralization for the rise in the cost of living, a wage which would in real terms be equivalent to that secured by the Last Grade Government servants in 1939, would be Rs. 51.48. It is also necessary to provide for some improvement in the standards of living over that enjoyed by the Last Grade Government servants in 1939, and in this view we feel that a minimum wage of Rs. 60 for an employee drawn from the working class, like the Peons, is necessary and should be adopted. We may point out that the minimum wage proposed by us here is higher than that fixed by the State Government under the Minimum Wages Act, 1948.

40. The Tamilnad Non-Gazetted Government Officers' Union have urged that the difference in standards of living between working classes and middle-classes should be recognized and that a differential of 80 per cent should be allowed for a middle-class employee like a Clerk over the minimum remuneration fixed for a Last Grade Government servant. The Varadachariar Commission, basing itself on a decision of Justice Rajadhyaksha who had adjudicated in the dispute between Government of India and the Postal staff, recommended in favour of a suitable differential for a middle-class employee over that of an unskilled worker. They suggested that while the minimum remuneration for an unskilled worker at the cost of living as in January 1947 should be Rs. 55, that for a middle-class employee should be Rs. 90. Since the report of the first Central Pay Commission, various other industrial awards in the private sector have also recognized the principle of allowing a suitable differential for a middle-class employee, over the minimum remuneration fixed for a working class employee. This principle was urged particularly by the Bank employees drawn from the middle-classes before the various Tribunals that enquired into the disputes between the Banks and their employees. The Second Central Pay Commission has refused to concede any "direct rigid relativity" between manual and clerical staff and they have also observed that there is no fixed ratio between the minimum remuneration of manual and clerical staff in outside employments. They have observed that in the Jute industry in West Bengal a Matriculate Clerk's remuneration which in 1948 was 78 per cent higher than that of an unskilled manual worker has come down to 50 per cent in 1958; for the engineering industry in the same State the corresponding figures are 82 and 58 per cent and for the textile industry in Bombay 46 and 44 per cent.

41. We agree with the Second Central Pay Commission that it will neither be desirable nor expedient to fix the remuneration for employees drawn from middle-classes as a definite percentage of the minimum remuneration of employees like Peons drawn from working classes; the differential between the two classes should obviously get narrowed as the standard of living of the working classes is gradually improved. We however feel that it would be unrealistic to ignore the differences in the modes of living of employees like Peons who are largely drawn from working classes, and the employees like Clerks who are mostly drawn from middle-classes, and that a rational pay structure should provide for an adequate differential in the minimum remuneration of middle-class employees in relation to the remuneration of working class employees. With the minimum remuneration of Last Grade Government servants at Rs. 60, we consider that the minimum wage for a middle-class employee like a Lower Division Clerk—we will include in this term all persons who are matriculates and above and are engaged on work comparable to that of a Lower Division Clerk—should be Rs. 100. The revised structure which we have evolved is thus based on these two fundamental propositions, that the minimum remuneration for a Last Grade servant drawn from working classes and engaged on unskilled work should be Rs. 60 and that of an employee like a Lower Division Clerk should be Rs. 100.

42. *Higher Salaries.*—The discussions in regard to minimum wage lead us logically to consider whether a maximum should also be prescribed so that within the minimum and maximum so fixed, a suitable pay structure could be evolved. Since the days of the freedom movement, there has always been an influential body of public opinion inclined to the view that the salaries of officers in the higher grades have been fixed too high in relation to the economic condition of the country and that they should be drastically reduced. The view has often been expressed that the scales of pay of officers in the higher ranks had been fixed with reference to the standards of living of European officials and

that this had resulted in too wide disparities between the maximum and minimum salaries. The Tamilnad Non-Gazetted Government Officers' Union has also urged that there should be a ceiling on higher salaries; and in their view a salary of Rs. 1,000—1,500 would suffice for officers like Board Members, Heads of Departments and Secretaries to Government.

43. The First Central Pay Commission considered the problem of higher salaries in all its aspects and reached the conclusion that it would be fair from all points of view to fix Rs. 2,000 as the maximum salary of public servants in India, a few select posts such as those of Joint Secretaries, Secretaries to Government of India, etc., however, being allowed a higher salary. They felt that their recommendations in regard to higher salaries had to be made within the frame-work of the existing socio-economic structure and that any attempt to remedy social inequalities or to change the pattern of economic distribution must be made directly by the State by measures that would embrace all classes of subjects. They observed—

“While we do not deny the possible indirect effect of public salaries on private business, it seems to us unfair and undesirable to reduce the salaries of public servants below a certain level while leaving private business alone.” *

44. The Second Central Pay Commission have again considered the problem of the higher salaries in public service and have concluded that they would not be justified in suggesting a reduction of salaries prescribed for the highest grades of officers and they have given the following reasons :—

“Salaries of posts with a rate of pay exceeding Rs. 2,000 were substantially reduced in 1947 and there has since been a considerable erosion of real income as a result of the very substantial rise in prices. If the upward trend of prices continue, the value of these salaries would fall further and any compensation at these levels is not contemplated. . . . And further the pattern of income distribution in the community generally, and, in particular, the levels of emoluments, amenities, etc., allowed in outside employments to the comparable managerial class have to be taken into account. A reduction of salaries for the highest civil servants can be undertaken without a risk of lowering the standard of recruits only if the reduction is a part of a national scheme to reduce the present gap between the highest and the lowest income.” †

We agree with the conclusions of the Second Central Pay Commission. The highest salary allowed to officers under the rule-making powers of the State Government is now Rs. 1,800 which is also the maximum of the senior time-scale of the Indian Administrative Service. Many of these posts are technical and we are convinced that any reduction in the scales of these technical posts cannot be undertaken without a serious lowering of our traditional standards of efficiency. It should also be remembered that there is keen demand in the private sector and in other States for technical personnel who have, therefore, to be remunerated at fair rates. It cannot also be seriously urged that the reduction of salaries in higher levels would produce any large savings which could be utilized for improving the conditions of the lower paid staff. There are now 222 officers drawing a pay of and above Rs. 1,000. Of these, 88 are I.A.S., I.P.S. and other All India Officers, 12 are High Court Judges, 3 are Members of the Public Service Commission, whose emoluments are not regulated by rules framed by State Government; the number of employees drawing a pay of over Rs. 1,000 whose conditions of service can be regulated by the State Government is therefore only 119 and it will, in our view, be unfair and inexpedient to embark, on ideological considerations, on any scheme of reduction of salaries of only this limited number of officers most of whom are technical men and Heads of Departments. At the same time, we have, however, taken note of the widespread feeling that the existing disparities between minimum and maximum remuneration in Government service should be lowered. Consequently we have generally left the emoluments of the higher paid posts unaltered and have substantially raised the remuneration of the lower paid posts such as Peons and Lower Division Clerks. We are of the view that any further reduction in disparities is not possible.

45. *Principle of fair comparison.*—It has been urged by the Employees' Association, Tamilnad Non-Gazetted Government Officers' Union that in evolving a structure of pay on the basis of a minimum wage for the lower grades of employees due regard should be paid to remuneration for comparable categories of staff in the outside employments and they have cited in support the views of the Priestley Commission which reported on the Civil Service in Britain in 1953-55. The Priestley Commission has observed that the primary principle of Civil Service pay is “fair comparison” with the current remuneration

* Report of the First Central Pay Commission (pages 27—28).

† Report of the Second Central Pay Commission (1957-59) (page 87).

of the outside staff employed on broadly comparable work, taking into account differences in other conditions of service. "Fair comparison as the primary principle is fair to the employee and the community at large; it is fair to the community for two reasons; first it looks after the ordinary citizen's interest as tax-payer; if the Government which represents him pays what other employers pay for comparable work, the citizen cannot reasonably complain that he is being exploited. Equally we consider that he would agree that he should not in the long run obtain an efficient service by paying less."* Though it is easy enough to concede in theory that the fair wage for the different categories of Government servants should be fixed in relation to outside rates for comparable work, the principle of fair comparison is not capable of application in practice as outside rates exhibit considerable variations among themselves. The employees themselves have suggested for comparison the remuneration being allowed to staff like Peons, Clerks, Typists and Stenographers in some of the biggest and well-established industrial concerns. The levels of remuneration in these firms cited for comparison show considerable variations among themselves though they are all higher than the scales allowed under the State Government, and even under the Central Government. But it will not in our view be a correct application of the principle of fair comparison to fix the rates of remuneration in Civil Service only with reference to the remuneration in the few big well-established companies in the private sector. The principle of "fair comparison" in our view only warrants the fixation of the scales of pay in Government service on a broad comparison of the levels of remuneration for different categories of staff in firms, big and small, and it will be unfair to the community to fix the remuneration of the Government employees only with reference to the remuneration allowed in the bigger enterprises, which because of their monopolistic position or otherwise are able to offer their labour scales of remuneration above the general average in the economy as a whole. The Priestley Commission which laid down the principle of fair comparison itself considered that the Civil Service should be a good employer, not in the sense that it should be among those who offer the highest rates of remuneration, but that it should be among those who pay somewhat above the average. Expressing the point in statistical terms, the Commission observed that "if it were possible to obtain for any specific job a set of rates representative of the community as a whole which could be arranged in order from top to bottom Civil Service rates should not be lower than the medium but not above the upper quartile".† The scales of pay for the different grades of Government servants should, therefore, bear comparison with the scales of pay in the private sector, but the comparison should not be made with reference only to the highest rates prevalent in the private sector. In justifying a comparison with the rates in the biggest and most prosperous private industrial concerns the employees have urged the Government should be a "model employer". As we have already observed, Government cannot become a model employer in the sense that it should remunerate its employees at or over the highest rates prevalent in the private sector, for this would have the effect of "elevating Civil Service into a privileged class, and so of doing an injustice to the community which *ex hypothesi* would be worse off and has always to foot the bill."‡ The only valid interpretation of the view that Government should be a "model employer" is that Government should remunerate its employees fairly, without exploiting its superior bargaining power in relation to its employees. It should provide satisfactory conditions of service and reasonable prospects of promotion and retirement benefits and reasonable provision against other economic hazards, and the terms of employment in general should be fair in comparison with those obtaining in the private sector.

46. *Principle of equal pay for equal work.*—Another principle urged by the service association, and to which no serious exception can be taken, is that there should be "equal pay for equal work". This principle has, however, to be applied with circumspection if it is to produce the desired results. In judging whether the work done by any two classes of employees is equal, one should not be guided purely by the designation of the posts as the responsibilities may vary. Further, even where the work done by two sets of employees is the same, an employee with superior qualifications may do the same work better than another with lower qualifications and if Government on broad administrative considerations decide that some of the posts in a class should be held by persons with higher qualification than generally prescribed for the class, a differentiation in pay for the higher qualified persons will be defensible. Thus, there could legitimately be a difference in emoluments as between a Graduate and a non-Graduate doing the same clerical work. Likewise, this principle of "equal pay for equal work" cannot be said to have been overlooked when a Diploma holder and an Engineering Graduate are remunerated differently while doing apparently the same work as a Section Officer. The Tamilnad

* Report of the Royal Commission on the Civil Service, 1953-55 (page 25).

† Report of the Royal Commission on the Civil Service (page 45).

‡ Views of the Controller of Establishments Department of the Treasury set out in paragraph 305 of the report of the Tomlin Commission extracted on page 19 of the Report of the Royal Commission on the Civil Service, 1953-55.

Non-Gazetted Government Officers' Union has in their memorandum stressed that this principle of "equal pay for equal work" is violated in the current distinction between ministerial staff in the Secretariat and those outside. We examine this point in some detail elsewhere, but it will suffice to point out here that all clerical work cannot be considered to be of the same order and that if it is held that clerical work in the Secretariat is of a specially difficult and responsible nature and therefore needs a better equipped staff some differentiation in emoluments could legitimately be made between them and those outside the Secretariat who may bear the same nomenclature. The principle of "equal pay for equal work" is therefore valid only to the extent that by and large work of equal responsibility should be rewarded equally or, as the Rowlands Committee put it, "substantially equal posts should be given equal pay for comparable work carried out in comparable conditions".

47. *Question of parities.*—A special aspect of the demand for "equal pay for equal work" is the request put forward by the various classes of employees for parities with certain other classes of employees on the ground that their qualifications and responsibilities are comparable. Very often employees attach greater importance to parities with certain other posts in other departments than to an absolute increase in their own emoluments. Thus, for example, the Agriculture Graduates, while urging for an increase in their scales have also demanded the same scale of remuneration as Veterinary Graduates; the Veterinary Graduates themselves while equally insistent that their conditions of service should be improved have laid stress on parity of treatment with the Medical Graduates. This question of parities has, in fact, been one of the most difficult and delicate issues with which we have been faced. We examine the request for parities put forward by the different sections of employees in appropriate places, and would only like to point out here that while we have endeavoured to provide for fair remuneration for the different classes of employees and have sought to ensure that persons with the same qualifications and responsibilities are treated alike, we have been reluctant generally to accept comparisons of the work done by personnel in different departments, for such comparisons are very difficult to establish in practice. The requests for parities are also very often mutually contradictory. We are therefore of the view that undue importance should not be attached to parities as between posts in different departments or what are called "horizontal relativities" as the work in different departments varies and as the organizational structure of the various departments and prospects of promotion are also different, thus vitiating comparison between particular levels in the different departments. District Officers of some of the departments have asked for parity of treatment with Deputy Collectors, though on a closer examination it was found that the higher initial pay of the Deputy Collectors was due to the fact that there were two tiers in the Revenue Department above a pay of Rs. 150 while in other departments, there was only one intermediate level. The request for parity with Deputy Collectors if conceded would, therefore, mean too steep a rise over the grade from which promotions are made. We have therefore generally fixed the pay of posts in a department with reference to the qualifications and responsibilities attached to the posts providing for satisfactory differentials in emoluments as between different grades in the same department without necessarily seeking to ensure parity with corresponding tiers in another department.

48. *Rationalisation of the pay structure.*—While horizontal relativities are thus of less importance than vertical relativities in evolving a suitable pay structure, we have nevertheless endeavoured in evolving the scales of pay for different departments to ensure that the scales of pay do not become very numerous. One of the main points of criticism urged against the existing pay structure in Madras is that it is necessarily complicated and needlessly cumbersome and that the multiplicity of scales of pay now in force would admit of considerable simplification and rationalisation. We have been specially asked by our terms of reference to attempt a rationalisation of the existing scales of pay. The present multiplicity of the scales is due to the fact that they were fixed on different considerations, and very often the scales were the outcome of a compromise between an administrative department keen to secure the best terms for its staff and the Finance Department ever anxious to keep down the cost. We have attempted to simplify the existing numerous scales of pay and to reduce them to a more manageable number. We have, in particular, sought to ensure that the initial pay, the rate of increment and the maximum for posts carrying comparable responsibility are made identical; we have sought to evolve satisfactory scales of pay for the more numerous and important categories of staff and have sought to fit other staff in one or other of the standard scales so arrived at keeping in view the qualifications and responsibilities attached to the post. We have, however, not been able to accept the demand of some of the employees' associations that the number of scales should be reduced to as low a figure as six or eight. Such rationalisation cannot be attempted except at undue cost to the exchequer. We have reduced the present multiplicity of scales by applying the principle of "broad-banding", that is, we have taken the view that where different posts carry roughly the same level of responsibility they

should have the same pay, and that no attempt should be made to mark minor differences in the content of work by minor differences in the rates of pay. It may appear that the number of scales proposed by us would admit of further reduction. We have carefully considered whether the scales could be further reduced and are of the view that further simplification cannot be attempted except at wholly unnecessary cost to the exchequer. What the services want is not mere rationalisation, but rationalisation without "tears"; in other words they want scales to be grouped together in such a way that no one would lose and most people would gain substantially. In proposing simplification of scales, they have very often asked to be put on a scale far higher than their existing scales. Thus, it is easy enough to suggest that all District Officers should be paid the same scale of pay, but this would in concrete terms mean that they should all be paid at the highest of the numerous existing scales of pay for the District Officers. Such a process of rationalisation, without relation to the existing scales of pay or without regard to the responsibilities of the post, will result in many employees getting an increase of more than the usual order merely as a "by-product" of rationalisation. While rationalisation is an important objective, it cannot be pursued for its own sake, and should be subject to the over-riding demands of economy and of the need to ensure fair and adequate remuneration for the different classes of public servants. Even so, our revised pay structure would represent a very considerable simplification of the existing scales of pay.

49. We would like to refer to one of the important aspects of the process of rationalisation carried out by us. In the course of the revision of scales of pay in various departments, we noticed in each department a few isolated posts for which it was not possible to evolve special scales of pay consistent with the general order of increase proposed for analogous grades in other departments. We felt that it was highly desirable to fit these isolated posts in one of the recognized scales evolved by us rather than evolve a special scale of pay. In so fitting these isolated posts in one or other of our standard scales, it may so happen that some of them get a little more than the usual order of increase. In the interests of uniformity we have allowed somewhat more than the usual order of increase for these isolated posts, particularly in view of the limited opportunities for promotion for holders of such posts. We are drawing attention to this fact at this stage only in order that comparisons may not be made with the scales of pay proposed by us for these isolated posts in requests for revision of scales of pay by other recognized and more numerous categories.

50. While we have accepted and tried to maintain in general the existing structure of the different services and the relationship between different grades as organized at present, we have ignored minor differences in initial pay or in the maximum or in the rate of increment in proposing our revised pay structure. What we have sought to find out is whether the duties of the posts and qualifications and the existing scales of pay are broadly comparable, and if so, we have not hesitated to broad-band all such categories and to propose one uniform scale of pay for all such categories. It may have happened that in the process a few categories may benefit a little more or less than others; this is inevitable and we would urge in justification that if all the existing differences are to be considered sacrosanct and provided for in the new scales of pay, all the anomalies of the existing structure of scales of pay, will be perpetuated and one of the avowed objectives of the present revision of scales of pay, namely, rationalisation and simplification will be defeated.

51. We would also like to add that in future when new categories of posts are created, their scales of pay should conform to the pattern of scales of pay proposed by us. We venture to observe that the pattern of pay scales we have evolved is sufficiently variegated to meet all possible requirements.

52. *Time-scales of pay.*—In evolving a rational pay structure subject to the considerations set out above we have had to examine questions such as the appropriate length of time-scales, and the appropriate relationship between the minimum and the maximum of a time-scale, and appropriate rates of increments within a given time-scale. The graded system of pay which was in vogue prior to 1920-21 has now gone out of usage and employees understandably attach great importance to a time-scale of pay providing for an assured rise by periodical increments from a given minimum to a given maximum. Though on theoretical considerations it may be urged that the existing system leads to loss of initiative and does not evoke the best efforts on the part of employees, it serves the essential purpose of promoting contentment in the services and of assuring to the employees increased emoluments to match their growing responsibilities. The time-scales of pay have now been in vogue for so long that we do not think it a practicable proposition to effect any radical changes in the system. The question arises whether any definite relationship could be established between the maximum and the minimum of a time-scale. The Non-Gazetted Government Officers' Union has urged that the maximum of any time-scale should be two and a half times the minimum in the lower grades and twice the minimum in the supervisory grades. The employees have looked at the

relationship between the maximum and minimum pay solely from the point of view of matching emoluments to the growing domestic responsibilities of the employees with passage of time; it is no doubt necessary to provide for a suitable rise in emoluments with time to enable the employees to meet their growing responsibilities, as otherwise the efficiency of the services will be impaired. But the maximum should also be fixed with due regard to the responsibilities attached to the posts and cannot, therefore, be determined as a definite and irrevocable multiple of the minimum. The minimum as well as the maximum should alike be fixed on a balancing of the interests of the employee and the interests of the community, and while providing a fair remuneration to the employee to meet his needs should not be seriously out of proportion to the responsibilities attached to the post. In unskilled posts such as those of Peons, for example, while it may be necessary to assure a minimum wage initially, a maximum fixed as a multiple of minimum will be unduly extravagant and will have no relation to all the responsibilities attached to the post, or the qualifications expected of the holders of the posts. The maximum should also have due regard to the improvement in efficiency of the employee concerned, and where the work is itself of such a nature that no significant improvement in efficiency is possible, the time-scale will necessarily have to be short. We have, however, felt that even in the lower grades where there is no scope for the progressive improvement in the efficiency of employees with passage of time, it is necessary to provide for some improvement in emoluments with service, and we have, therefore, extended the existing seven-year scale of Peons to ten years which would ensure a larger spread between the minimum and maximum pay in future.

53. We have examined the scales of pay for different posts in detail and we have generally felt that a distinction should be drawn between posts to which initial recruitment is made and posts which are filled largely by promotion. Time-scales of posts which are filled by promotion should obviously be shorter than those of posts filled direct, and even as regards entry scales a long time-scale, such as one running for twenty years may be needed only for categories from which there are no outlets of promotion. On an analysis of the prospects of promotion in different departments we have found that some of the existing scales are unduly long, and that persons either retire before reaching the maximum or get promoted to higher grades. We have abridged all such scales in the view that normally a 15-year scale should suffice for categories from which there are reasonable prospects of promotion, and a 20-year scale may be called for only for grades from which there are virtually no chances of promotion.

54. As regards the rates of increment to be allowed within a given time-scale the employees have urged that the rate of increment should be higher in later stages than in the initial stages and have justified it on two grounds, viz., the needs of an employee in later years will be greater and his experience and efficiency will be greater than in the initial stages. We have, however, come across requests in the past for a more liberal rate of increment in the initial than in the later stages on the ground that the needs of new entrants trying to settle down in life are greater than those of an employee who had already settled in life and formed fixed habits. Further, a higher rate of increment in later stages may not be of material benefit to an employee if he could secure promotion to a higher category before reaching the higher slab in his initial scale. It may also be argued that from the point of view of the community it may be advantageous to provide for a higher rate of increment in the initial years with a view to attract recruits of higher standards and that the interests of the community should have primacy over the interests of the individuals. We have generally provided for a higher rate of increment in the later stages than in the initial stages so that the senior employees may get a higher rate of increment in the later stages to match their domestic responsibilities. But for certain crucial grades such as Lower Division Clerks, Secondary Grade Assistants, etc., where we have felt that it is necessary to attract a better class of personnel in future for manning the posts, we have deliberately provided for a higher rate of increment in the initial stages. We may, however, point out that even the lower rate of increment in the later stages in these cases is equal to or higher than the existing rate of increment so that the present employees cannot have any genuine grievance about the scales of pay proposed by us.

55. We have been led to consider an allied issue whether it is necessary to provide for annual increments in place of biennial increments in the case of a very large section of Gazetted Officers. The time-scales of pay providing for annual increments were first introduced in 1920-21. In 1931-32, the Retrenchment Committee decided that all increments should be *biennial* in the interests of economy and accordingly while revising the scales of pay in 1933, increments for all the services were made biennial. Subsequently, when the Cabinet Salaries Committee formulated its proposals for liberalisation of scales of pay of subordinate services, they re-introduced annual increments in the place of biennial increments for subordinate services. As the Cabinet Salaries Committee did not attempt any revision of the scales of pay of Gazetted Officers except for the raising of the minimum of some of the Gazetted posts the biennial increments for Gazetted Officers were, however,

left unaltered. The Gazetted Officers have urged before us that annual increments should be restored in the case of Gazetted Services also, as Non-Gazetted Government Officers and I.A.S. Officers already get increments annually. Sri T. N. S. Raghavan, who was Special Officer for Retrenchment and Reorganization, has also recommended replacement of biennial increments by annual increments. The annual increments would not only ensure higher emoluments during their Gazetted Service but would also benefit them in respect of leave salary and pension. The gazetted services in this State are largely filled by promotion from the non-gazetted services and these promotions are secured generally at an advanced stage in the career of the Government servant concerned. The existing biennial increments, in our view, cause serious hardship to them as the retirement benefits in particular are seriously affected. We have, therefore, provided for annual instead of biennial increments in our revised pay structure for all employees, gazetted and non-gazetted alike.

56. We have also considered the question whether efficiency bars should be provided for at a suitable stage in the time-scales of pay. There are now only a few posts under the State Government for which such efficiency bars have been imposed at some stage in the time-scale. The Second Central Pay Commission which considered the need for efficiency bars felt that it was ordinarily through efficiency bars that a practical discrimination between satisfactory and unsatisfactory workers could be made. That Commission has therefore generally provided for efficiency bar somewhere about the tenth year in scales which are to run for more than fifteen years or so, and a second efficiency bar at a later stage in scales which are to run for 20 years or longer. We feel that efficiency bars will in practice be inoperative, and almost every employee will be allowed to cross it as a matter of course. It is presumably this practical consideration that has been responsible for the virtual absence of efficiency bars in the present pay structure of the State Government; only a few time-scales of pay now provide for efficiency bars and in the interests of uniformity, we have done away with efficiency bars even in these cases. We are of the view that the withholding of increments and of promotions will be adequate to keep the employees on their mettle and there is no need to have, in addition, efficiency bars.

57. *Overlapping of scales.*—We may also refer to another aspect of the time-scales proposed by us. The scales of pay suggested by us for some of the grades filled by promotion overlap to a certain extent those of the grades from which such promotions are made. Such overlapping should however cause no hardship to the promotees, as by a recent amendment to the Fundamental Rules, provision has been made for the fixation of pay of promotees in such cases at a suitable higher stage in the scale of the higher post.

58. *Certain special considerations in regard to technical services.*—The scales of pay for different posts under Government at any given time reflect the varying degrees of responsibilities attached to the posts; they should also reflect the sense of values of the Government which remunerates the employees. In the past the Government would appear to have attached greater importance to what may be called "Security Services" and somewhat lesser importance to what may be called "Developmental Services". References to past discussions in regard to scales of pay, for instance, suggest that the scales of pay of posts such as those of Deputy Collectors and Deputy Superintendents of Police were fixed at a somewhat higher level than those of employees in developmental departments in view of the importance attached by Government to the security services. One of the important objectives since independence has been to transform what was essentially a Police State discharging a minimum of functions into a Welfare State. The promotion of a Welfare State naturally casts greater responsibilities on personnel engaged in development departments, and it has been urged by employees in these development departments particularly departments like Agriculture, Public Works, Animal Husbandry, Medical, etc., that the part played by them in the new Welfare State should be recognized and reflected in the new pay structure to be evolved by us. An analysis of the various scales of pay for administrative and security services and development and technical services has shown that there is some force in the complaint of the employees of technical and development departments that they have hitherto not received the recognition that is due to them. In the new Welfare State that is slowly emerging, the development departments have a great part to play, and therefore in evolving our new pay structure we have sought to ensure more satisfactory levels of remuneration for the technical staff employed in development departments. We have given generally a larger order of increase for such technical staff engaged in nation building activities. In proposing such increase, we have not also been uninfluenced by the fact that there is now a shortage of technical personnel offering themselves for employment under Government service in the various development departments. In evolving our new pay structure, we have therefore treated the technical services on a basis somewhat different from non-technical services and have proposed scales of pay which, we trust, would be adequate to attract efficient personnel and which would also match the growing importance of the technical services in a State wedded to planned economic development.

CHAPTER V.

DEARNESS ALLOWANCE.

1. Among the factors which should determine their emoluments, employees attach great importance to the level of prices and the cost of living. This is understandable, for what is of importance to the employees is not so much the money wage, but the real wage as measured in terms of goods and services which can be procured with a given money wage. As pointed out already, there has been a perceptible and almost continuous rise in the level of prices and the cost of living since 1939 and this rise in price level has affected Government employees of all classes equally with other people with fixed incomes. The Government have sought to mitigate the effects of the rise in the general level of prices on the standard of living of their employees by providing additional compensation to them in the form of a "Dearness Allowance".

2. The present position in regard to the dearness allowance of employees at different levels is set out in the statement below :—

Pay limit.	Rate of dearness allowance per mensem.
Pay not exceeding Rs. 20	Rs. 35.
Exceeding Rs. 20 but below Rs. 40	Rs. 36.
On Rs. 40	Rs. 38.
Exceeding Rs. 40 but not exceeding Rs. 60	Rs. 39.
Exceeding Rs. 60 but not exceeding Rs. 100	Rs. 41.
Exceeding Rs. 100 but not exceeding Rs. 200	17½ per cent of pay plus an additional sum of Rs. 25.
Exceeding Rs. 200 but below Rs. 270	17½ per cent of pay plus an additional sum of Rs. 23.
On Rs. 270 and above but not exceeding Rs. 300	Rs. 70.
Exceeding Rs. 300 but not exceeding Rs. 340—	
Non-Gazetted	Rs. 70.
Gazetted	17½ per cent of pay.
<i>Married Government Servants.</i>	
Exceeding Rs. 340 but not exceeding Rs. 400—	
Non-Gazetted	17½ per cent of pay plus an additional sum of Rs. 10.
Gazetted	17½ per cent of pay provided that members of the I.A.S. and the I.P.S. shall be paid Rs. 70.
Exceeding Rs. 400 but not exceeding Rs. 500	Rs. 70.
Exceeding Rs. 500 but not exceeding Rs. 750	Rs. 85.
Exceeding Rs. 750 but not exceeding Rs. 1,000	Rs. 100.
Exceeding Rs. 1,000	The amount by which the pay falls short of Rs. 1,100.

Unmarried Government Servants.

On Rs. 250 and over but not exceeding Rs. 1,000	Ten per cent of pay subject to a maximum of Rs. 75 provided that the I.A.S. and the I.P.S. Officers shall be paid a minimum of Rs. 40.
Exceeding Rs. 1,000 but not exceeding Rs. 1,075	The amount by which the pay falls short of Rs. 1,075.

3. In any scientifically conceived pay structure, dearness allowance can come in only as a balancing factor to meet the rise in the cost of living above a base level, and a system under which this balancing element is disproportionately large in relation to total remuneration is on the face of it unsound. The total emoluments of a Peon, are now made up of a basic pay of Rs. 18 and a dearness allowance of Rs. 35. The dearness allowance of a Peon is thus nearly 200 per cent of the basic pay or two-thirds of the total remuneration. In the case of a Lower Division Clerk, the total remuneration is split up as a basic pay of Rs. 45 and a dearness allowance of Rs. 39 and the dearness allowance element of his total remuneration is disproportionately large. The present apportionment of emoluments into pay and dearness allowance is thus very unrealistic and unscientific. Apart from this, the existing division of emoluments into pay and dearness allowance is also unfair to the employees as the disproportionately large element of dearness allowance affects adversely their retirement benefits, dearness allowance being excluded in computing the average emoluments which form the basis for determination of pension. Even those governed by the Contributory Provident-cum-Pension Fund Scheme are hard hit as contributions towards Provident Fund are related to basic pay and not to total remuneration.

4. In pressing for a revision of the existing scheme of dearness allowance the employees have made two main requests (i) the whole or bulk of dearness allowance should be absorbed in basic pay and (ii) for the future there should be a formula for automatic adjustment of dearness allowance with variations in the cost of living above a base line to be laid down. We now proceed to consider these two requests.

5. Any decision in regard to the merger of the whole or a portion of the dearness allowance has necessarily to be taken with reference to, as the Cabinet Salaries Committee put it "a presumed level below which prices will not fall" this level itself being determined with reference to past trends in prices and reasonable forecast of trends in the near future. The past trends in prices are conveniently measured in terms of the different series of index numbers published by the State Government and the Government of India. Among the index numbers measuring changes in cost of living, the most important which are relevant for our enquiry are (1) The Madras Working Class Cost of Living Index Number with 1936 as the base year and (2) The All India Consumer Price Index with 1949 as the base year. The Madras Working Class Cost of Living Index Number is compiled on the basis of the prices of articles commonly consumed by working classes in Madras City. The weights assigned for the various items in the cost of living index are based on the results of the Family Budget Survey conducted among working classes in Madras City. The All India Consumer Price Index is a combined index of the working class cost of living index numbers for twenty-seven select centres in India. The latter are compiled on the basis of (a) prices of articles consumed by working classes in the respective centres and (b) the weights assigned for the different items on the basis of Family Budget Surveys conducted in the respective centres. We set out below the variations in the cost of living as measured by these index numbers :—

Year.				Madras Cost of Living Index for Madras City (1936—100). (2)	All India Consumer Index (1949—100).		
					Average for Madras City. (3)	All India average. (4)	
1939	..	..	..	100	..	..
1940	..	..	..	107	..	..
1941	..	..	..	112	..	..
1942	..	..	..	133	..	..
1943	..	..	..	177	..	..
1944	..	..	..	202	..	..
1945	..	..	..	222	..	..
1946	..	..	..	235	..	..
1947	..	..	..	272	..	..
1948	..	..	..	309	..	..
1949	..	..	..	323	100	100
1950	..	..	..	325	101	101
1951	..	..	..	334	103	105
1952	..	..	..	330	102	103
1953	..	..	..	351	109	106
1954	..	..	..	341	106	101
1955	..	..	..	321	99	96
1956	..	..	..	358	111	105
1957	..	..	..	374	116	111
1958	..	..	..	401	124	116
1959	..	..	..	429	133	..
			January	421	January	130	117
			February	411	February	127	118
			March	409	March	127	117
			April	414	April	128	117
			May	422	May	131	119
			June	432	June	134	122
			July	434	July	134	123
			August	433	August	134	125
			September	434	September	134	125
			October	441	October	137	..
			November	449	November	139	..
			December	443	December	137	..

6. The present scales of pay are based upon the recommendation of the Cabinet Salaries Committee which had assumed that the cost of living as measured by the Madras Working Class Cost of Living Index Number would stabilize between 160 and 180 points. As the cost of living at the time of their recommendations stood at 240 points, the dearness allowance was proposed at rates sufficient to offset the difference in cost of living between 240 points and 160—180 points with reference to which the basic pay was determined. The statement above will show that the expectation of the Cabinet Salaries Committee in regard to the stabilization of prices did not materialize; the subsequent increases in dearness allowance were of an *ad hoc* nature and were not related to the rise in cost of living above 240 points. We have therefore, no hesitation in holding that the present allocation of emoluments as between pay and dearness allowance calls for a complete review, and that a fresh determination of basic pay has to be made with reference to a level below which prices cannot reasonably be expected to fall in the future. Though we have set out in the tabular statement in previous paragraph variations in the cost of living as measured both by the Madras Working Class Cost of Living Index Numbers and the All India Consumer Price Index Numbers, it will be convenient to consider the issue relating to determination of basic pay with reference to the All India Consumer Price Index Numbers as that formed the basis of the recommendation of the Second Central Pay Commission. The Government of India are not now following any series of index numbers with 1939 as the base line.

7. In determining the price level with reference to which basic pay may be fixed, it is desirable to bear some general considerations in mind. The consumer price index number relates only to working classes and carries a large weightage in regard to food articles. It will be conceded that prices of foodgrains have been notoriously subject to fluctuations in recent years and even a small element of rise or fall in the price of foodgrains will mean a significant change in the cost of living as measured by the present Working Class Consumer Price Index Numbers. An appreciable increase in food production as envisaged in our plans—a target of production of 110 millions of foodgrains by the end of the Third Five-Year Plan is now aimed at and is generally believed to be capable of realization—coupled with measures for the building up of buffer stocks of foodgrains and their distribution in times of need on an equitable basis, may therefore have a significant impact on the cost of living. But as against this, there are what may be called certain inflationary forces at work in the Indian economy. The Third Five-Year Plan will call for a bigger order of investment than the Second Five-Year Plan and this, even with liberal foreign assistance, will strain the internal resources to the utmost. The stepping up of public expenditure in pursuance of an ambitious plan will exert a continuous pressure on prices of essential articles and the pressure will be all the greater if the emphasis on development of heavy and basic industries is continued during the Third Five-Year Plan also, particularly as the cushion provided by sterling balances during the Second Five-Year Plan will no longer be present. As against these factors pointing to the continuance of the present uptrend in prices, we should remember that the widespread concern about the rise in prices and the general demand that further rise in prices should be arrested and that prices should be brought down to a more reasonable level provide in themselves the surest guarantee that the fiscal and monetary policies of Government would be progressively reoriented towards keeping down the price line.

8. It is difficult to forecast what the net effect of these various conflicting factors would be on the trends of prices and cost of living in the near future. But it is not really necessary for our purpose to arrive at any firm conclusion in regard to this matter. For the limited purpose of settling the basic pay of different posts we have only to determine the level below which prices are not likely to fall in the foreseeable future. The Second Central Pay Commission considered this issue at some length and have concluded as follows :—

“ While recognizing that fluctuations in prices of substantial amplitude in either direction cannot be ruled out, we have considered that there is a level below which a drop can reasonably be regarded as improbable and we have come to the conclusion in which we have been supported by some of our Economist witnesses—that the index is not likely to drop below 100. During the last ten years the index fell below that level only in one year, i.e., in 1955, when the index reached the level of 92 the Government intervened to keep up the downward trend and various measures were taken including the export of foodgrains in order to support agricultural prices. It is therefore reasonable to infer that in the interest of the National Economy, the Government will not, in future, permit prices to fall and remain for any length of time below the 1955 level if they can at all help it. We however propose to determine the basic salaries in terms of the requirements at an index of 100 (which represents the Consumer Price Level of 1949 and not of 92 which was the lowest point reached in 1955 and 96 which was the average in 1955).* We accept this conclusion of the Second Central Pay Commission and feel that it would be safe to

* Report of the Second Central Pay Commission (1957—59) (page 92).

assume that the general price level will not fall below the level reached in 1949, and that the basic pay for the different posts may be determined on this basis. The average of the All India Consumer Price Index Number for the Madras City during 1958 was 124 and during 1959 it has ranged from 127 to 139."

9. Our recommendations in regard to total emoluments may therefore be taken as related to an index of 125—130 and if the basic pay is to be determined with reference to the requirements at an index of 100 points the total emoluments may have to be split as basic pay and dearness allowance in the proportion of 4 : 1. On this basis, the minimum remuneration which we have suggested for a peon, viz., Rs. 60 will have to be split as a basic pay of Rs. 48 and a dearness allowance of Rs. 12. It would be possible for us to work out for other posts also an apportionment of the emoluments into basic pay and dearness allowance in the same proportion, but this procedure would result in odd scales of pay and the rates of dearness allowance would also vary for posts at different levels. In the final analysis, a structure of pay as well as dearness allowance would be evolved which would be more cumbersome than even the present admittedly complex structure. We have therefore carefully considered how best the merger of dearness allowance with basic pay could be brought about and we have concluded that the best course would be to keep the new rates of dearness allowance in line with the rates of dearness allowance fixed for the employees of Central Government in pursuance of the recommendations of the Second Central Pay Commission and settle the basic pay of the different posts accordingly. This procedure no doubt would confer on the employees somewhat greater advantages than the apportionment of emoluments between pay and dearness allowance in the ratio of 4 : 1 which alone may be considered scientific. For example, in bringing our dearness allowance rates in line with Central rates we have had to fix the basic pay of a peon at Rs. 50 instead of Rs. 48; likewise, the minimum remuneration of Rs. 75 proposed by us for a Police Constable should be split up into a basic pay of Rs. 60 and a dearness allowance of Rs. 15, but we have instead suggested a basic pay of Rs. 65 and dearness allowance of Rs. 10. In thus adopting a more liberal formula for the determination of basic pay we have been guided by the practical consideration that the structure of dearness allowance rates should be as simple as possible and that it should also be in line with the rates of dearness allowance of employees of Central Government. During the last twelve years one of the main demands of the employees of the State Government has been parity with Central rates of dearness allowance. If Government of Madras were unable to concede this request, it was partly because their structure of dearness allowance rates was seriously out of alignment with the Central rates, whereas up to 1946 the State rates of dearness allowance and Central rates of dearness allowance had been identical. In bringing about uniformity of rates of dearness allowance for employees of State Government with those of Central Government for their employees, we will thus be restoring the position as it stood prior to 1946. If our proposal that the rates of dearness allowance of employees of State Government should be brought in line with Central rates is accepted, we would further strongly urge that any increase in the future in the rates of dearness allowance for Central Government employees should be accompanied by an equivalent increase in the rates of dearness allowance of the employees of the State Government. The procedure adopted by us for the allocation of total remuneration into basic pay and dearness allowance, apart from its other immediate benefits, should be specially welcome to the employees as it would carry with it an implicit assurance that the rates of dearness allowance of employees of State Government, will not again get out of step with the Central rates. We hope that we are thereby ensuring also that the disparities between emoluments of employees of Central and State Governments, which will be substantially reduced as a result of our recommendations, will not be allowed to widen further as a result of unilateral variations in the rate of dearness allowance for employees of Central Government alone.

10. The formula adopted by us for the fixation of new rates of dearness allowance will result in the absorption of the bulk of dearness allowance in basic pay. We would only observe here that the increase in basic pays of the posts at different levels, as a result of the merger of dearness allowance and otherwise will be the highest at the lower levels and will be in a proportion varying inversely with pay as will be clear from the following table :—

Name of post.							Present minimum basic pay.	Future minimum basic pay.	Increase in basic pay.
							RS.	RS.	PER CENT.
Peons	..	..	..	..	..	..	18	50	178
Police Constables	..	..	..	..	..	..	30	65	117
Lower Division Clerks	..	..	..	..	..	..	45	90	100
Upper Division Clerks	..	..	..	..	..	..	80	125	56
Deputy Collectors	..	..	..	..	..	..	300	375	25
Superintending Engineer, Conservator of Forests, etc.	..	..	..	..	..	..	1,000	1,100	10

11. We are aware that the absorption of the bulk of dearness allowance with pay in the manner indicated in previous paragraph will substantially improve the retirement benefits of the employees particularly those in the lower levels such as Last Grade Servants, Police Constables, Lower Division Clerks, Higher and Secondary Grade Teachers, etc. We have no hesitation in urging that the financial implications involved in this merger of dearness allowance with pay should be faced as the present apportionment of emoluments into pay and dearness allowance is unrealistic and cannot any longer be upheld on a rational basis. After all, even the full effects of merger of dearness allowance with pay on retirement will unfold themselves only over a long period as the existing employees of different age groups attain the age of superannuation.

12. The other main request of the employees is that a definite link should be established between the rates of dearness allowance and the cost of living as measured by the index numbers, and there should be an automatic adjustment for variations in price level. This question of adjustment of remuneration according to the changes in the price level has been considered at length in all its aspects by the Second Central Pay Commission and they have advised against any arrangement for automatic adjustment which would place the Government under an obligation to compensate any class of their employees to a particular extent in the event of a rise in the cost of living irrespective of the cause of rise and the situation existing at the time. They have felt that the Government should be free to weigh the social and economic consequences of the grant or denial of an increase in a particular situation. At the same time they have observed that a substantially persistent rise in prices normally creates a prima facie case for compensation and to a greater extent in the case of employees in the lower levels of remuneration than for others. We accept and endorse these conclusions of the Second Central Pay Commission, and we do not therefore wish to propose any formula for automatic variation in the rates of dearness allowance with rise in the cost of living.

13. Following the revised rates of dearness allowance allowed to employees of Central Government in pursuance of the recommendation of the Second Central Pay Commission, we therefore suggest that employees drawing up to a pay of Rs. 300 in the new scales of pay should be paid dearness allowance at the following rates :—

Basic pay below Rs. 150—Dearness Allowance Rs. 10.

Rs. 150 and above but below Rs. 300—Dearness Allowance Rs. 20.

There should be a marginal adjustment for employees drawing a pay of Rs. 300 and above but below Rs. 320. This dearness allowance has been fixed for the All-India Consumer Price Index for Madras City of 125—130 points and should continue unless the index falls below 100. If during a period of twelve months, the index remains on an average of ten points above 125—130, the Government should review the position and consider whether any increase in dearness allowance should be given and if so, at what rate. If, thereafter, the index falls below 100 by the same margin and for the same period, that is average of ten points during a period of twelve months, the position should be similarly reviewed and appropriate adjustments made. In view of the centralised direction of our economy, the price level and cost of living in Madras will generally follow the All-India trends and it would therefore suffice in practice if the State Government vary the rates of dearness allowance of their own employees in accordance with the variations in the rates of dearness allowance for employees of the Central Government in pursuance of the recommendations of the Second Central Pay Commission. The State Government should impress on the Central Government that decisions in future on rates of dearness allowance should be taken in consultation with the State Government and financial assistance provided to State Government to enable them to sanction increases in dearness allowance to match any increase that may be decided on from time to time by the Central Government for their own employees. It will be seen that following the pattern of dearness allowance for employees of Central Government no dearness allowance has now been proposed for employees with basic pay of over Rs. 300. We have therefore fixed the basic pay of employees above this level with reference to all relevant considerations among which the most important is of course their present emoluments including the existing rates of dearness allowance.

14. There will, hereafter, be no dearness allowance for employees drawing a pay of above Rs. 300. For future adjustments we would, following recommendations of the Second Central Pay Commission, suggest that all employees should be classified into three groups, i.e., (i) those in pay ranges of Rs. 300 and above but below Rs. 400, (ii) those in pay

ranges of Rs. 400 and above but below Rs. 1,000 and (iii) those whose salary is Rs. 1,000 and above. We consider that those in the pay range Rs. 300—400 should in future adjustments of dearness allowance to meet rise in prices, be grouped with those getting a pay below Rs. 400. We do not recommend any grant of dearness allowance for those above Rs. 1,000. As regards those in the pay ranges of Rs. 400—1,000, we would suggest, following the recommendation of the Second Central Pay Commission, that their case may be considered at the appropriate time. We would suggest that in practice the need for dearness allowance for this class of officers would arise only if the Central Government decide to sanction any dearness allowance for their own employees in the same pay range.

CHAPTER VI.

FINANCIAL RESOURCES OF THE STATE.

1. In proposing a revised pay structure for the employees of State Government, we have been asked to keep in view the financial resources of the State Government and the demands likely to be made thereon by the Second and Third Five-Year Plans. This at once raises the issue, posed before us by some of the employees' associations, whether any, and if so, what degree of importance should be attached to the financial position of the State Government at a given time in determining a fair pay structure for its employees. The Non-Gazetted Officers' Union has advanced the view that "they do not concede that wages should be related to the resources." But this is an extreme view which will not find general acceptance. In the determination of wages in the private sector, the employer's ability to pay has always been considered to be an important factor. Likewise, the ability to pay of the Government, as revealed by its financial position, is an important factor to be taken into account in settling the pay structure of its employees. The fact that the State, unlike a private employer, is in a position to use its powers of taxation to increase its resources does not alter the position, for there are limits, set by economic and other considerations, to the extent to which the State can invoke its powers for taxation.

2. As regards the requirements of the Second and Third Five-Year Plans, the employees have argued that there is no conflict between their demands and the needs of development, and that as the Government employees are the instruments through which all plans are executed, the outlay on higher emoluments should be treated as part of the plan expenditure. We concede that the proper execution of all schemes of development depends in a large measure on the devotion, the contentment and the efficiency of the employees and that in this view an improvement in the emoluments of the employees of the State will give a stimulus to the efficient execution of the plans. But it is only by straining the language too far that we can treat the increased outlay on pay and allowances of the employees as part of the plan expenditure. It is only in those instances where the employment of staff is directly related to the execution of a particular scheme, or provision of a particular service included in the plan, that their emoluments can be treated as part of the plan expenditure. Further, planning by definition implies the allocation of resources according to a predetermined pattern of priorities, and the improvement of the emoluments of Government servants should in such a scheme of priorities not conflict with the other overriding objectives of the plan, such as sizeable increase in the national income, diversification of the economy and expansion of employment opportunities. An improvement in the standard of living of the Government employees can in such a planned economy take place only as a part of the general process of improvement in the standard of living of the people as a whole. Such improvement in the standard of living will be possible only if the necessary conditions for the success of the plans are assured.

We, therefore, consider that the financial position of the State as well as the needs of the developmental programmes must necessarily be regarded as having an important bearing on the question of the pay structure of Government servants.

3. Turning now to an analysis of the financial position of the State, it is convenient to begin with a review of the broad trends of the Receipts and Expenditure on Revenue

Account since 1947-48, the year in which the present pay structure came into force. The following table shows in one view the Receipts and Expenditure on Revenue Account and the Surplus or Deficit on that account :—

						Receipts on Revenue Account.	Expenditure on Revenue Account.	Surplus (+) or Deficit (—).
[RUPEES IN LAKHS.]								
1947-48*	..	..	..	..	..	50,70.15	50,69.93	+ 0.22
1948-49†	..	..	..	..	..	53,33.52	53,33.42	+ 0.10
1949-50†	..	..	..	..	..	55,89.49	55,54.01	+ 35.48
1950-51†	..	..	..	..	..	58,16.34	59,45.21	— 1,28.87
1951-52†	..	..	..	..	..	59,38.50	64,34.96	— 4,96.46
1952-53‡	..	..	..	..	..	58,42.32	68,40.71	— 9,98.39
1953-54‡	..	..	..	..	..	50,80.73	59,63.83	— 8,83.10
1954-55‡	..	..	..	..	..	43,32.88	47,24.52	— 3,91.64
1955-56‡	..	..	..	..	..	52,09.48	54,55.81	— 2,46.33
1956-57‡	..	..	..	..	..	56,23.21	56,86.66	— 63.45
1957-58‡	..	..	..	..	..	62,56.36	59,15.02	+ 3,41.34
1958-59‡	..	..	..	..	..	69,95.07	68,35.37	+ 1,59.70
1959-60 (Revised Estimate)‡	..	..	..	..	..	78,29.71	77,71.84	+ 57.87
1960-61 (Budget Estimate) ‡	..	..	..	..	..	80,87.23	81,20.88	— 33.65

It will be seen from the figures furnished above, that in spite of the growth in Revenues, the finances of the State have in recent years been subjected to serious strain as revealed by the successive deficits between the years 1950-51 and 1956-57. Since 1957-58, there has been some improvement but this will appear to be largely due to the increased resources made available under the Second Finance Commission's proposals. Even here, while the Revenue surplus was substantial in 1957-58, it has steadily declined since then and has in fact been converted into a small deficit of Rs. 33.65 lakhs in the Budget Estimate for 1960-61.

4. Further, if the above figures of Revenue and Expenditure are to be viewed in their correct perspective it is necessary to invite attention to an important development in recent years, viz., the increasing dependence of State finances on the resources transferred by the Central Government including grants-in-aid. The following figures speak for themselves :—

Year.	Revenue from State Heads of Revenue.	Revenue transferred by Centre including Grants-in-aid	Total of columns (2) and (3).	Column (3) as percentage of column (4).
(1)	(2)	(3)	(4)	(5)
[RUPEES IN LAKHS.]				
1954-55	24,23.78	9,52.80	33,76.58	28.2
1955-56	28,46.46	12,29.54	40,76.00	30.2
1956-57	30,34.38	12,01.95	42,36.33	28.4
1957-58	32,95.59	15,90.30	48,85.89	32.5
1958-59	32,82.60	23,50.98	56,33.58	41.7
1959-60 (Revised Estimate) ..	34,14.18	29,18.00	63,32.18	46.1
1960-61 (Budget Estimate) ..	35,02.53	29,37.00	64,39.53	45.6

* Taken from pages 272-275 of the Budget Memorandum, 1959-60.

† Taken from pages 302-305 of the Budget Memorandum, 1960-61.

‡ Taken from Appendix I of the Appendices to the Budget Speech, 1960-61.

5. In revising the pay structure of the Government employees in the light of future trends in State revenues, revenues transferred from the Centre and the figures of expenditure, Plan and Non-Plan, we feel that the following considerations arise :—

(1) What is the present level of expenditure on establishment in relation to total revenues and can it be considered to be reasonable.

(2) What are the prospects of the State Government securing additional resources either by its own tax-efforts or by transfer from the Central Government.

(3) What is the likely size of the Third Five-Year Plan of the State.

We examine these issues below.

6. The employees' associations have claimed that the current expenditure on Government establishments, in terms of a percentage of total revenue is low and has in fact been on the decline in recent years. This claim is substantially correct, as revealed by the following figures :—

Year.							Receipts on Revenue Account.	Cost of staff.	Column (3) as a percentage of column (2).
(1)							(2)	(3)	(4)
[RUPEES IN LAKHS.]									
1954-55	..	..	..	..	..	..	43,32.88	16,88.28	38.9
1955-56	..	..	..	..	..	..	52,09.48	17,05.36	32.7
1956-57	..	..	..	..	..	..	56,23.21	18,01.26	32.0
1957-58	..	..	..	..	..	..	62,56.36	20,25.00	32.4
1958-59	..	..	..	..	..	..	69,95.07	21,40.80	30.6
1959-60 (Revised Estimate)	..	..	..	..	..	..	78,29.71	22,73.25	29.0
1960-61 (Budget Estimate)	..	..	..	..	..	..	80,87.23	24,41.45	30.2

NOTE.—Figures since 1954-55 have alone been furnished, as that was the first complete year after the separation of Andhra.

In interpreting the above figures, it has to be borne in mind that they relate to Government servants alone. The Government have accepted varying degrees of financial responsibilities for the remuneration of a large number of teachers employed in aided institutions, and of an equally large number of employees of local bodies. In fact the total number of teachers and employees of local bodies, as indicated elsewhere, far exceeds the total number of Government servants. In adjudging the reasonableness of the present level of expenditure on staff, the teaching grants paid to aided institutions, and local bodies and the compensation paid to local bodies for payment of dearness allowance to their employees should also be taken into account. If this is done the position in regard to establishment charges will not be as favourable as presented by the employees' associations.

7. Further it will be conceded that the expenditure on establishments has not declined in absolute terms but only in terms of the substantial increase in revenues in recent years. The causes for the increase in revenue should therefore be first analysed. While the increase in revenues in recent years has been partly a reflection of the growth of our economy and the natural buoyancy of some of the taxes in relation to rising prices and incomes, it is also due in a large measure to the substantial additional taxation undertaken by State and Central Governments with the specific object of financing the developmental programmes. It should be mentioned here that part of the additional resources thus mobilized for financing the plans has had to be diverted towards improving the emoluments of the employees. Thus during the Second Plan Period alone, the State Government has had to incur an additional expenditure of Rs. 20.2 crores on wage increases, and of this, financial assistance was secured from the Central Government only to the extent of Rs. 9 crores. To sum up, the present scale of expenditure on Government establishments is not unreasonable; but when the Government's commitments in regard to teachers and employees of local bodies are also taken into account, there will be no room for complacency in regard to the expenditure on staff. It will also be seen that the employees have secured a fair share of the increase in revenues in recent years. All this is not however to deny that a further measure of relief to employees is not called for.

8. As regards prospects of mobilization of additional resources, under the present constitutional division of sources of revenue between the Centre and the State, most of the elastic sources are with the Centre, Sales tax being practically the only important exception.

On administrative as well as economic considerations, even Sales tax is being progressively centralized and replaced by appropriate excise duties. The major State heads of Revenue now are : General Sales tax, Land Revenue, Agricultural Income-tax, Motor Vehicles Tax and Stamp Duties. Of these, Land Revenue in its present form is, as is well-known, highly inelastic. The Agricultural Income-tax is potentially an elastic source of revenue, but is unlikely to register any substantial increase in view of the current proposals for imposition of ceilings on land holdings. The Motor Vehicles Taxes may be expected to yield increased revenue, but any substantial revision of the current rates of taxation may not be feasible, as the rates in Madras are already among the highest. Further, suggestions have been made in certain quarters that the State Motor Vehicles Taxes should be replaced by a Central Duty on fuel supplemented by a tax on passenger transport. Some increase in yield from Stamp Duties may be anticipated but the increase cannot be substantial. The yield from sales tax, even at current rates, may be expected to respond to the rise in prices and incomes ; but further upward revisions of the rates may not be thought of in view of the regressive incidence of sales taxes in general. Apart from all this, it should be remembered that the feasibility of additional taxation is largely related to the level of taxation already reached. We find that the per capita taxation in Madras (reckoned with reference to State heads of revenue alone) is of the order of Rs. 14.4 while the All-India average is only about Rs. 13.3.*

9. As regards the future trends in yields of Central Taxes of which a share is now secured by the State Government, the following are the principal Central heads of revenue either shared with or wholly made available to State :—

Union Excise.

Taxes on Income other than Corporation Tax.

Estate Duty.

Taxes on Railway Fares.

The yield from these taxes will be largely determined by the policies of the Central Government and it is therefore difficult to forecast the trends in yield from these Central taxes. Certain broad generalisations are however possible. After the far reaching changes made in the system of direct taxation in the budget proposals of 1957-58, the emphasis in all subsequent Central Budgets has been on consolidation rather than expansion of the scheme of direct taxation. If these trends continue, it will mean that the State's share of income-tax will increase only in proportion to the rise in national income. Any substantial increase in the yield of shared taxes can therefore be expected only in respect of Central Excise Duties.

10. The brief analysis made above of the possibilities of growth in the yield of principal taxes, State and Central does not present a very encouraging prospect. It would appear that any improvement at all in the emoluments of State Government employees, teachers and employees of local bodies can be proposed only on the assumption that there will be a substantial transfer of resources to the State Government in the award of the next Finance Commission due in 1961. Keeping this in view we have proposed the revised pay structure, fully aware of the fact that in the meanwhile these proposals will entail a measure of strain on the State finances.

11. The financial impact of our proposals will be felt even in the current year (i.e.) the last year of the Second Five-Year Plan. But this plan has already been implemented to a substantial extent, as an expenditure of Rs. 142.39 crores would have been incurred on the plan by the end of March this year against the original provision of Rs. 152.27 crores. Further, the full effects of our proposals may not be felt in the first year of their implementation. It will therefore suffice, if we examine the implications of our proposals with reference to the needs of the Third Five-Year Plan alone. It is difficult now to forecast with any great degree of accuracy what the size of the Third Five-Year Plan for the State will be. But as the outlay during the Second Five-Year Plan is expected to be of the order of Rs. 180.83 crores, it is not unreasonable that the provision for the Third Five-Year Plan of the State will be of the order of Rs. 275 to 300 crores. This provision will be distributed between Revenue and Capital Accounts, and on a rough estimate the provision on Revenue Account may be of the order of Rs. 100 crores or one-third of the total plan provision. The financing of a plan of this size will entail considerable strain on the finances of State Government. As against this, it is not unreasonable to hope that there will be a fairly

substantial accretion of additional resources to the State Government on the recommendations of the next Finance Commission. Balancing these considerations, we feel that the additional expenditure on account of our proposals should not be far higher than the resources diverted for wage increases during the Second Five-Year Plan period, viz., Rs. 20.2 crores. In this view, we feel that an additional expenditure of not more than Rs. 25 crores during the Third Five-Year Plan would be justified. We have framed our proposals for improvement of the emoluments and retirement benefits and other compensatory concessions of Government employees, teachers and employees of local bodies with these limits in view.

12. Before we conclude this chapter, there is one point to which we would like to invite the attention of Government. Since 1957, the Government of India have been offering financial assistance to the State Governments in the form of a grant towards two-thirds of the extra expenditure incurred by them in raising, by an amount of not exceeding Rs. 12 per mensem, the emoluments of their low-paid employees, subject to the condition that after such increase, their emoluments do not exceed Rs. 100 per mensem. They have also offered loan assistance to the State to enable them to increase the emoluments of the employees in the pay range Rs. 100—250. The Madras Government have taken full advantage of this scheme. Under the present arrangements, this scheme of financial assistance will remain in force only till 1960-61, i.e., the end of the Second Five-Year Plan period. The withdrawal of this assistance without adequate provision of additional resources of revenue will upset the State finances; we therefore suggest that State Government should impress on the Government of India the need for continuing the present scheme of financial assistance, till the next Finance Commission makes a comprehensive review of the resources of the State and Central Governments and suggests a suitable scheme of transfer of resources from Centre to States to enable the latter to balance their revenue budgets and also play their part in the fulfilment of the Third Plan.



PART II.

CHAPTER VII.

SCALES OF PAY OF CERTAIN CATEGORIES OF STAFF COMMON TO ALL DEPARTMENTS.

1. The pattern of organisation of all offices, technical as well as non-technical, at the lower levels is essentially the same. There are generally in each office a certain number of Last grade servants, and often also some Attenders, and above them are the clerical staff in two divisions, lower and upper. Above them still, are certain grades of supervisory staff variously designated as Junior or Senior Superintendents, Managers, Office Assistants, etc. In this chapter we shall consider the scales of pay of such categories of staff as are common to all departments.

2. The number of posts in each of these common categories and the scales of pay applicable to them at present are indicated in the statement below :—

Category.	Number of posts.	Existing scale.
		RS.
Last grade servants (Peons)	16,738	18—1—25.
Attenders	2,008	24—1—35.
Drivers .. .. .	..	30—1—45 to 50—2 —60—2½—75.
Lower Division Clerks	14,898	45—3—60—2—90.
Typists and Steno-Typists	2,412	
Upper Division Clerks	5,516	
Junior Superintendents	527	80—5—110 and 140—5—190.
Senior Superintendents, Grade II	159	190—10—240.
Senior Superintendents, Grade I	21	250—10—300.

3. *Last Grade Servants.*—Inclusive of the dearness allowance, the present emoluments of Last grade servants range from Rs. 53 at the minimum to Rs. 61 at the maximum. We have already indicated that with reference to such factors as the rise in the cost of living in recent years and the current notions of assuring a minimum wage to labour, the minimum remuneration of a Last grade servant should be fixed at Rs. 60; in the chapter on "Dearness Allowance" we have observed that this minimum remuneration should be split up as a basic pay of Rs. 50 and a dearness allowance of Rs. 10. The existing time scale of Peons is a very short one, being a seven-year scale. A long time scale is generally prescribed only for categories in which there is scope for improvement in efficiency with service. The nature of the work of the Last grade servants is such that there is no scope for improvement in efficiency or skills, with length of service. Having regard, however, to the need for maintaining contentment among this lowest class of employees, we consider that a ten-year scale will be fair and adequate. We accordingly recommend a revised scale of Rs. 50—1—60 for the Last grade servants. We suggest that the same scale of pay may be adopted for other categories of employees also who are on the same scale as Last grade servants at present, unless a specific recommendation has been made to the contrary.

4. The Duffadars are now on a scale which is on the average higher by Rs. 5 than that of Peons. We therefore recommend that they also be allowed the same scale of pay as that suggested for Last grade servants, and in addition a special pay of Rs. 5.

5. The revision of the scales of pay proposed for Last grade servants will entail an additional cost of Rs. 15.26 lakhs per annum. A Peon who costs the Government Rs. 12 in 1939 now costs the Government Rs. 53, and under our proposals his minimum remuneration will rise to Rs. 60; with the merger of the bulk of dearness allowance with pay the pensionary liabilities on account of Peons will also rise sharply. A radical re-examination of the current notions in regard to the scales of requirements of Peons for the offices and different grades of officers is, therefore, necessary.

6. On the basis of the recommendations of the Retrenchment and Reorganisation Committee of 1948, the Government have laid down certain standard scales for the employment of Peons for officers and for the staff in offices. The Special Officer for Reorganisation, who, among other things, examined the possibilities of effecting economies in the employment of Peons considered that the system of house Peons should be abolished except for Ministers and select officers. The question of effecting a reduction in the number of Peons and comparable grades of last grade staff has been engaging the attention also of the Government of India and other State Governments. The Government of India are now committed

to a policy of progressive reduction of Class IV employees, and have in fact, imposed a ban on fresh employment of such staff in their headquarters organisation. Some of the Committees in other States which have examined the scales of pay of Government employees have also stressed the need for effecting a progressive reduction in the strength of last grade establishments. Thus, the Punjab Pay Revision Committee, 1956, was convinced that "owing to tradition, practice and ways of thinking of the past, the Government is employing a very much larger number of Peons than is really necessary for the work performed. This was all very well when the wage packet of the Peon was comparatively insignificant and the Government of the day had to carry the pomps and trappings invariably associated with an autocratic regime. There seems little justification for continuing this tradition." We have also considered the question of rationalisation of the existing strength of Peons from all points of view and indicate our views briefly.

7. We feel that the institution of Peons is largely a relic of the past and the employment in large numbers of persons, who make no effective contribution to the despatch of business, casts on the public exchequer a heavy financial liability without commensurate return. This incidentally also acts as a drag on the improvement of the emoluments of other classes of public servants who have some tangible work to do. The present notions in regard to the scale of requirements of Peons would appear to be largely a legacy of the past when labour was cheap and a man's position in society was indirectly determined by the number of retainers he had. These notions need a radical revision and a bold and imaginative programme of reduction in the present strength of Peons has to be pushed through consistently with modern views on the dignity of labour. We have examined the standard scales laid down by Government for the employment of Peons for offices and officers. We consider that the present scale for employment of Peons for offices is reasonable and may not admit of any further reduction. But in large offices such as the Secretariat, the Board of Revenue and some of the other Heads of Departments, where there is a concentration of officers within a compact area, there may be no need to provide a separate Peon for every officer's room. We recommend for detailed examination by Government a suggestion made to us that in such offices there might be a reception room with a Clerk with a number of Peons attached, whose services could be made available, on requisition over the phone, to officers for carrying files or messages to sections under them. The services of Peons attached to the receptionists could also be used for guiding visitors to the officers' rooms. A scheme on these lines for the pooling of the services of Peons in bigger offices may be worked out and adopted, as such a scheme will render some economies possible.

8. As regards Peons posted for duty at officers' residences, we feel that a distinction could be made between officers who are obliged to receive visitors at their residences on official business and those who do not have to receive such visitors. In the city, officers have seldom to receive visitors on official business at their residences—in fact such a practice should be discouraged—and even those few who may call at the residences can easily be directed to go to the office. There can, therefore, be no work connected with the office for the Peons posted at the residences of officers in the city. The rules already forbid the services of Peons being utilised for any personal work of officers, and the growing consciousness of their rights among the Peons has no doubt already effectively prevented any abuse of the rules. Thus, the Peons posted at the officers' residences in the city have neither official nor other work to do, and there is an avoidable waste of public funds. It may be argued that officers need Peons at their residences for attending to urgent work outside their office hours. This argument may be theoretically plausible, but in practice, occasions for employment of house Peons on such urgent office work seldom arise. Even from the point of view of facilitating disposal of urgent business outside office hours, a more satisfactory arrangement, in our view, would be to extend the facilities of residential telephone to a large number of officers in the city than at present and to provide for a squad of motor cycle or cycle messengers for all important officers or groups of offices, whose services could be requisitioned on the 'phone for taking any urgent messages or files. If all officers in the Secretariat could be given residential telephone, and if likewise, telephones are installed at the residences of all Heads of Departments, Joint Heads of Departments and possibly also Personal Assistants to Heads of Departments, it should be possible for them to attend to such urgent business as may arise outside normal hours of work. We therefore recommend that no officer in the city including Secretaries to Government and Heads of Departments need be given any Peon for duty at his residence. Touring officers in the city may easily take a Peon from the last grade establishment in their offices on camp and there should be no need for them to have personal Peons only for this purpose. The Chief Secretary to Government may, however, need the services of Peons at his residence in view of his special responsibilities.

9. In the districts, telephone facilities have not developed to the same extent as in the city, and officers have also still to receive visitors at their residences on official business. Though this practice should be discouraged, it will, perhaps, take sometime for the people coming from rural areas to realise that official business can be transacted only during the prescribed hours. We do not therefore recommend the withdrawal of residence Peons

for officers serving in the mufassal. But the number of Peons allowed to touring officers may be reduced from two to one. The number of Peons allowed to Collectors may also be reduced by one. A number of touring non-gazetted officers have now been given personal Peons. We consider that touring non-gazetted officers should be given the services of a personal Peon only if they have coercive functions to discharge, such as collection of revenue, apprehension of defaulters or detection of offences. Examples of such non-gazetted touring officers who may need Peons are Revenue Inspectors, Deputy Tahsildars, Tahsildars, Assistant Commercial Tax Officers, Assistant Inspectors of Labour, etc. Examples of officers who should not need such Peons are Junior and Senior Inspectors of Co-operative Societies, Junior and Senior Deputy Inspectors of Schools, and in general officers of development departments who have to rely largely on methods of persuasion and advice in their dealings with the public. By a more systematic use of postal facilities, the number of Peons diverted for personal delivery of letters can also be reduced.

10. We suggest that a review of the existing strength of Peons may be made on the lines indicated above and that the programme of reduction of Peons may be implemented without causing hardship to those already in service. Such retrenchment as may be necessary may be confined to Peons who have put in less than one year's service. The other Peons rendered surplus to requirements may be absorbed in future vacancies arising in the districts in which they may be employed. To facilitate this absorption, a ban may be imposed on fresh recruitment to the category of Peons in all the offices including the commercial undertakings under the State Government. Any practical difficulties in the application of this ban to the new offices can be met by granting permission to employ casual labour under contingencies till an allocation is made to that office from the pool of surplus Peons.

11. We also recommend that in view of the higher standards of literacy among Peons these days, direct recruitment to the category of Attenders may be stopped and Peons who are educationally or otherwise qualified to hold post of Attenders may be promoted to the future vacancies in the ranks of Attenders. To this end, the Madras Public Service Commission, or some other suitable authority may hold an examination of the Elementary School-Leaving Certificate standard on the lines of the examination of the S.S.L.C. standard now conducted by the Commission and all Peons who pass the special test may be considered for promotion to the posts of Attenders even though they may not have received formal education up to the VIII standard. Peons who are young and come up to the necessary physical standards may also be considered for appointment as Police Constables and Jail Warders. Special courses of training could also be organised for imparting training to Peons in driving and such Peons may be absorbed in vacancies arising among the posts of Drivers. The point that we wish to emphasise is that peons with their present equipment and functions have no useful role to play in the transaction of business in Government offices, and that therefore, their number should be kept down to the barest minimum.

12. We consider that the whole cadre of Peons will sooner or later have to be reorganised into two main classes. One class will attend to messenger duties, and what may be compendiously termed, watch and ward duties; the other class will assist the clerical staff and officers in routine work incidental to the transaction of business in any office such as arrangement of records, despatch of papers, etc., in short, the kind of work now entrusted to the Attenders. A substantial reduction in the present strength of Peons and a reorganisation of this category on the lines indicated above will contribute to greater efficiency coupled with economy.

13. *Attenders.*—The Attenders are now on a scale of Rs. 24—1—35 and are generally recruited from among persons who have received education up to III Form or VIII standard. The Last grade servants who are educationally qualified or otherwise considered fit are also promoted to the posts of Attenders. Keeping in view the scale proposed by us for Last grade servants, we recommend a revised scale of Rs. 55—1—70 for this class of staff.

14. *Drivers.*—Drivers are another fairly large class of employees found in almost all departments. They are now on different scales of pay as indicated below :—

Rs. 30—1—45.	Rs. 40—1—50—2—60.
Rs. 35—1—45.	Rs. 40—3—55.
Rs. 35—1—50.	Rs. 45—1—50.
Rs. 35—1—55.	Rs. 45—1—55.
Rs. 40—1—45.	Rs. 45—2—55.
Rs. 40—1—50.	Rs. 45—3—60—2½—85.
Rs. 40—2—50 (Secretariat).	Rs. 50—1—60.
Rs. 40—1—60.	Rs. 50—2—60—2½—75 (Secretariat).
Rs. 40—2—60.	

We consider that there is no justification for the present multiplicity of scales of pay for Drivers and that it will be appropriate to have only two scales of pay for them, one for the Drivers of light vehicles, and the other for the Drivers of heavy vehicles. We accordingly recommend that the motor vehicles in the various departments may be classified as light or heavy according to their registration, and that the Drivers of light vehicles may be allowed a revised scale of Rs. 70—1—80 and the Drivers of heavy vehicles a scale of Rs. 75—1—85. The existing Drivers in the various departments should be fitted into one or the other of the two scales mentioned above.

15. There may be some Drivers of light vehicles such as Drivers of staff cars in the Secretariat and offices of Heads of Departments whose duties may be specially arduous and in such cases, they may, on a special case being made out, be allowed the revised scale proposed for Drivers of heavy vehicles.

16. The Drivers in the Secretariat are now on special scales of pay. We consider that there is no justification for this distinction. We recommend that the Drivers in the Secretariat may also be fitted into one of the two scales mentioned above, the existing incumbents being given the necessary protection.

17. Apart from the above there are Engine Drivers, Road Roller Drivers and Launch Drivers for whom we have recommended revised scales of pay under the respective departments.

18. *Lower Division Clerks.*—We shall now examine the scale of pay of some of the important categories of ministerial staff. Of these, the Lower Division Clerks are numerically the largest. The minimum educational qualification expected of this class is a pass in the S.S.L.C. Examination. The Tamilnad Non-Gazetted Government Officers' Union has urged that the clerical staff are drawn from the middle classes and that a differential of 80 per cent over the minimum suggested by them for the Last grade servants should be allowed to Lower Division Clerks. We have considered this request at some length in an earlier chapter, and have concluded that a minimum remuneration of Rs. 100 split up as a basic pay of Rs. 90 and a dearness allowance of Rs. 10, will be adequate and fair in the present circumstances for Lower Division Clerks and other comparable categories. Under the existing time-scale, it takes 20 years for the Lower Division Clerks to reach the maximum in view of the lower rate of increment. We consider that having regard to the pattern of organisation of offices under the State Government, a fifteen-year scale will be sufficient for the Lower Division Clerks as they can generally secure promotion to higher posts within that period unless they are otherwise unfit for such promotion. We therefore consider that the present time-scale could be abridged to fifteen years and a higher rate of increment than at present provided. We, accordingly propose a revised scale of Rs. 90—4—110—3—140. In recent years there has been a fall in the recruitment of graduates to the posts of clerks. We think it desirable to attract graduates in larger numbers to the posts of Lower Division Clerks. We therefore recommend that graduates recruited to posts of Lower Division Clerks may be given three advance increments, instead of two as at present. This will mean that the initial emoluments of a graduate clerk will be Rs. 112.

19. Next to the Last grade servants and Police Constables, the Lower Division Clerks constitute the largest single group among the employees of different grades in the service of the State Government. The efficiency of any department, whether technical or non-technical, depends in a large measure on the standard of attainment of this large class of employees and their devotion to duty. Many of the Heads of Departments and other senior officers, who gave evidence before us, have expressed concern over the decline in the standard of efficiency of the ministerial staff. We are anxious that the substantial improvement in emoluments which we have proposed and the additional financial burden it casts on the public should, to a large extent, be compensated by improved efficiency in the discharge of their duties by the ministerial staff. The increased emoluments now suggested may, in itself, help attract candidates of better calibre and thus improve the efficiency of the departments. But, the full benefits of the present revision of scales of pay will be realised only if satisfactory arrangements are made for the training of ministerial staff in the discharge of their duties. In our view, the old notion that a candidate fresh from school or college can straightway be entrusted with independent responsibilities as a Clerk and allowed to learn his work in the hard way can no longer be said to be valid. There was no pressing need, perhaps, in the past for formal programmes of training for the new entrants to the ministerial service, as the more experienced staff in supervisory positions could find time to take the new-comers on hand and put them in the way. But the work in Government offices has now increased both in volume and complexity and the supervisory staff have, on all accounts, no time to devote to the initiation of the new staff in the 'mysteries' of their organisation. In these circumstances the new clerks are left to their own wits and have to learn their work, if at all, as they get along. What is worse, no dispassionate assessment is now made, whether at the end of this process, they have picked up sufficient knowledge of their work to justify their retention in public service. No doubt a period of

probation has been prescribed under the service rules, but it is well-known that the declaration of probation tends often to become a purely formal act. We feel that this will continue to be so, until the declaration of probation is linked with a formal test of the employees' competence conducted by an outside authority such as the Public Service Commission. We are aware that there are already departmental tests, such as the Accounts Tests. But these tests have generally been prescribed as essential or desirable qualifications for promotion to higher posts, and not as an indispensable qualification for completion of probation in the grade to which recruitment is made initially. The absence of any such test for Lower Division Clerks in most of the departments is not in the public interests.

20. We, therefore, consider that there should be a two-pronged programme for the improvement of efficiency of the clerical staff. First, there should be a suitable scheme of training for all new entrants to the clerical service, and secondly, there should be a suitable departmental test at the end of, say, the first year, of a clerk's service to ascertain whether he has equipped himself with sufficient knowledge of his work to be useful to the organisation in which he serves.

21. The training which we envisage for clerks may be either institutional or non-institutional. A scheme of institutional training was tried in this State between 1944 and 1948 when there were central schools for the training of clerks. This scheme of training did not fulfil all the expectations, because of the theoretical bias of the syllabus prescribed for the course of training. The trainees had no opportunities to visit and study the working of the offices at first hand. But, as pointed out by the District Revenue Administration Enquiry Committee, it will be possible to remedy the defects of that course of training and provide for both practical and theoretical training in such central schools and thereby make a success of even a scheme of institutional training for clerks. Such a scheme of institutional training has, in recent years, been implemented for the different grades of personnel in the Community Development Organisation with a measure of success. But we are aware that on financial considerations it may not be possible in the near future to implement any big scheme of institutional training for clerks.

22. So, as a first step, at least a scheme of non-institutional training on the lines outlined by the District Revenue Administration Enquiry Committee in respect of clerks of the Revenue Department may be drawn up for each important department of the Government and implemented. The essence of the scheme suggested by the District Revenue Administration Enquiry Committee is that Clerks, instead of straightway being allotted to work, should be attached as supernumeraries to particular offices for a period of three months during which they will, under the guidance of a responsible officer, acquaint themselves with the work transacted in those offices and pick up also the general office routine. We understand that the Government have sanctioned such a scheme of training for clerks of the Revenue Department as an experimental measure in two districts. We suggest that Government may assess the results of the experiment and, if, as we hope, the experiment proves successful this scheme of training may be extended, with such modifications as may be necessary in the light of the experiment, to clerks of the Revenue Department in all the districts and also to clerks of other departments in due course.

23. It will obviously take some time for the Government to formulate and implement such a programme of training for clerks. But in the meanwhile, it appears to us that the other suggestion in regard to the prescription of a test may be pursued independently. It is necessary at this stage to explain the nature of the test we have in view. The work in the different departments, no doubt, varies, and with it also the equipment needed of the clerks employed in those departments. A clerk in the Revenue Department should, for instance, be familiar with the Board's Standing Orders; a clerk in the Police Department should have a knowledge of the Police Standing Orders and so on. As observed earlier, special tests in such departmental codes and manuals are already in vogue and a pass in such tests is generally prescribed as a condition for promotion to higher posts. These special tests should continue. But, what we have in view is a test, not of specialised knowledge of the rules and regulations in regard to the work of a particular department, but a test of what, for want of a better expression, we would call "general administrative knowledge" which the clerical staff, whatever be the department in which they are working, should acquire early in their career to be able to do justice to their work. The work of a clerk, particularly of a Lower Division Clerk who generally attends to less important work, is in essence the same irrespective of the department he may be working in. He has to receive papers coming from outside or originating in office, register them, look up previous papers, if any, and put them up promptly with a brief summary of the case for decision at higher levels. To be able to do this work efficiently and promptly, he should be familiar with office procedure which is fundamentally the same for all offices. Likewise, a clerk should be familiar with the broad scheme of Government accounts, and of the important rules of financial propriety which are now found scattered in the Financial Codes, Budget Manual and other publications. He will, no doubt, have to study these publications later in greater detail and become more thoroughly versed in them. But it is necessary that he

should acquire a working knowledge of the more important provisions of these codes even at the outset of his career and the test that we propose will be directed towards ascertaining whether he has acquired such knowledge of the fundamentals of the work of a clerk. It will obviously be impossible for a beginner to wade through the various codes and manuals and imbibe this knowledge within the first year of his service. These manuals are, in any case, written in too ponderous a style to be of use to a beginner. We therefore suggest that the Government should take on hand the compilation of a Manual of General Administration which, within a short compass of about two hundred to two hundred and fifty pages, will introduce a clerk to the rudiments of administration and equip him with that basic knowledge of the principles and procedures of Governmental organisation, without which he cannot become a useful civil servant. This Manual will be a digest of such manuals already in existence as the District Office Manual, Madras Financial Code, Accounts Code, Service Manuals, etc., but it should be written in a free and easy style. The Manual may also contain a brief descriptive account of the set-up and the working of the different Government departments as the clerk will then be able to appreciate his own work in a wider setting.

24. A pass in a test on this Manual of General Administration should be prescribed as a condition precedent to the declaration of probation and the earning of any increment in the time-scale; failure to pass the test within two or three attempts should entail discharge from service. At the same time it will provide a good incentive to the clerks if an advance increment is given on the passing of the test. This test may be prescribed for all Lower Division Clerks, and directly recruited Upper Division Clerks, including those in the Secretariat.

25. As observed earlier, there is also a regular scheme of departmental tests, a pass in which has been prescribed as a qualification for promotion to higher posts. Some of these tests such as, for example, Account Tests (Parts I and II), or Account Test for Executive Officers are common to a number of departments, while some other tests such as the Revenue Tests or the Criminal Judicial Tests are special to particular departments. Due to the rapid expansion of departments in recent years, it has become difficult to man important clerical and higher supervisory posts in some of the departments with staff qualified in such Departmental tests. For example, in the Revenue Department it has been difficult to secure clerks qualified in all Revenue Tests for posts of Revenue Inspectors. The Government have, therefore, framed a scheme of cash rewards to Clerks of Revenue Department who pass all Revenue Tests within a certain number of attempts. We suggest that such a scheme of cash rewards may be extended to other important departments also in respect of tests which may be considered to be of crucial importance in that department. For example, the Subordinate Accounts Test is of considerable importance to the Local Fund Audit Department and the incentive of a cash reward may be offered to the ministerial staff of the Local Fund Audit Department to qualify in the Subordinate Account Test earlier.

26. *Typists and Steno-typists.*—The Typists and Steno-Typists are now on the same scale of pay as the Lower Division Clerks. They are generally allowed the full scale of pay prescribed for the Lower Division Clerks if they possess the minimum general educational qualification; they get in addition a special pay of Rs. 10 if they are qualified by the higher grade in Typewriting; and Rs. 35 and Rs. 15 if they are qualified by higher grade and lower grade respectively in Shorthand. On the recommendations of the Official Language Implementation Committee, Government have given certain concessions to Typists qualified in Tamil Typewriting according to which Typists who pass Tamil Typewriting by lower grade or higher grade are allowed a special pay of Rs. 7-8-0 or Rs. 15, as the case may be.

27. The Typists who do not possess the minimum general educational qualifications, but who are qualified by the higher grade in Typewriting are allowed to rise only up to Rs. 60 in the scale of Rs. 45—3—60—2—90. The Typists who possess the minimum general educational qualification but who are qualified only by the lower grade have to stop at the minimum of Rs. 45.

28. It has been represented to us that the Typists and Steno-Typists should be placed on higher scales of pay in view of their special qualifications and arduous nature of their work. It has also been suggested that the Typists should be treated as technical staff and that even those who do not possess the minimum general educational qualification or those who have qualified themselves by lower grade only should be allowed the same scale of pay as that allowed to the fully qualified Typists. It has also been urged that fair-copy Superintendents should be selected only from among Typists.

29. The Non-Gazetted Government Officers' Association has suggested that the existing special pay for Typewriting and Shorthand should be raised considerably.

So far as the Typists are concerned, we find that all other States as well as the Central Government have allowed them only the scales of pay prescribed for the Lower Division Clerks and that only the Steno-typists have been allowed a separate scale of pay by some

of the States and Central Government. But the Steno-Typists do not get any special pay under this arrangement. On a comparison of their scales of pay with those allowed in this State including the special pay, we find that the total emoluments drawn by the Steno-typists in this State in the initial stages are higher than the emoluments of their counterparts in other States, though their maximum may be somewhat less. The Steno-Typists in this State are also allowed the concession of having the special pay reckoned as pay for the purpose of fixation of pay on promotion to Upper Division. This special pay also is taken into account for calculation of average pay even during the period of leave. Even after promotion, they are allowed to draw the special pay of Rs. 35 per mensem in addition to their pay in the scale of Upper Division Clerks if they are employed as Stenographers to Heads of Departments or as Personal Clerks to Ministers. In these circumstances, we consider that there is no need for a special scale of pay either for Typists or Steno-typists. So, we recommend that the existing arrangements under which the Typists and Steno-typists are on the same scales of pay as Lower Division Clerks or Upper Division Clerks may continue. We also recommend that those who do not possess the minimum general educational qualification may be stopped at the level of Rs. 110 in the new scale of pay proposed by us and that those who are not qualified in Typewriting by higher grade may be given, as at present, only the minimum of the scale proposed. In regard to the special pay, we feel that the existing rates are adequate and we do not therefore recommend any change.

30. *Upper Division Clerks.*—The next higher category in the Ministerial Service is that of the Upper Division Clerks. We find that there are now two scales of pay for this category, viz., one on Rs. 80—5—110—3—125 for 'A' Class offices in the city and the other on Rs. 80—5—110 for 'B' Class offices in the city and offices in the mufassal. 'A' Class offices include offices such as those of the Board of Revenue, the Director of Public Instruction, the Inspector-General of Police, etc., while other offices like those of the Director of Fisheries, the Director of Survey, the Chief Presidency Magistrate, the Commissioner for Government Examinations, the Government Press, the Inspector-General of Registration have been classified as 'B' Class offices.

31. The above differentiation seems to have been made originally on the basis that the work in certain offices was more intricate and important and that the standard of efficiency expected of the ministerial staff was higher than in other offices. The number of posts in the higher grades of supervisory staff are also higher in 'A' Class offices than in other offices. At the time of the general revision of salaries in 1946, the Cabinet Salaries Committee observed that there might be reason for this distinction between different offices in respect of posts at the higher levels but that there was no warrant for the view that the work of Lower Division Clerks or Upper Division Clerks in 'A' Class offices was on a higher level as compared with other offices in the city or mufassal. We, too, consider that there is no justification for two scales of pay for the same category and that the distinction, if any, in the nature of work in different offices may, more appropriately be recognised by allowing a larger number of Upper Division Clerks' posts to the more important offices as compared with other offices. We therefore recommend a uniform scale of Rs. 125—5—175 for the grade of Upper Division Clerks in all offices including those in the city in place of the existing scales of Rs. 80—5—110 and Rs. 80—5—110—3—125. In suggesting the scale, we have maintained the existing difference between the minimum pay of the Lower Division Clerks and that of the Upper Division Clerks, viz., Rs. 35 and have also adopted a uniform rate of increment of Rs. 5 in place of the existing rates of Rs. 5 and Rs. 3.

32. Representations have been made to us about the variations in the chances of promotion available to the ministerial staff in different departments. Thus, while in the Revenue Department a clerk can secure promotion to higher supervisory non-gazetted posts such as Deputy Tahsildars and Tahsildars and even gazetted posts of Deputy Collectors and Collectors, the clerks in many other departments have very restricted chances of promotion. In the technical departments, in particular, the ministerial staff have generally very poor chances of promotion, as there is no recruitment from among the ministerial to the executive posts of the department. Complete equalisation of chances of promotion in different departments is, of course, not feasible. It is equally not feasible to alter the existing set-up of different departments. In a planned economy, different departments will also experience uneven growth as their expansion will reflect the shifting emphasis of programmes and policies in successive national plans. But, within these limitations, we consider that some attempt will have to be made to equalise the chances of promotion in the different departments of the State Government. Of the various factors which influence the pace of promotions in the clerical cadre, the most important is the proportion of Upper Division Clerks to Lower Division Clerks. We furnish in Appendix V a statement showing the present distribution of clerical posts between Upper Division and Lower Division between different departments of the Government. An analysis of this statement will show that the proportion of posts in the Upper Division to those in the Lower Division varies widely among the different departments of the Government. The proportion of Upper Division to Lower Division is particularly low in departments such as Registration,

Judicial and Education. We feel that the present unequal distribution of Upper Division and Lower Division posts among the different departments of the Government should be redressed and that the proportion of posts in the Upper Division to posts in the Lower Division should be raised in those departments where it is now very low. It is obviously difficult to lay down any rigid proportion in regard to this matter, as it will have to be determined on a detailed analysis of the duties attached to clerical posts in the different departments. But, taking a very broad view of the problem, we consider that a proportion of 1 : 3 between Upper Division and Lower Division is required even in departments where the work may be considered to be fairly routine. Some suggestions have been made in detail in regard to the upgrading of clerical posts in the Registration and Judicial Departments, and we suggest that Government may invite Heads of Departments to submit similar detailed proposals for the upgrading of the clerical posts in their departments so as to maintain a more satisfactory balance between Upper Division and Lower Division posts. Even within the same department the chances of promotion from Lower Division to Upper Division often vary as promotions are confined to units within which vacancies arise, the units being either a region or a district and only occasionally the whole department. We therefore suggest that a general review may be made of the working of the unit system in different departments and that the present rules may be recast so as to provide for promotions to higher posts such as Upper Division from as wide a group of employees as possible so as to iron out the inequalities in promotion, which are inevitable, if promotions are made within narrow units. We consider that a more generous proportion between Upper Division and Lower Division posts will more than justify the additional cost involved as it will provide an incentive for efficiency among the lowest grade of ministerial staff. As the First Central Pay Commission put it, "it may not on the whole be had economy slightly to increase the posts open to promotion beyond the number dictated merely by the work to be done so as to give the lower grades a continuous feeling of opportunity."

33. *Superintendents.*—We shall now examine the scales of pay of supervisory grades of ministerial staff generally designated as "Superintendents". They are now in two grades known as Junior Superintendents on Rs. 140—5—190 and Senior Superintendents on Rs. 190—10—240. Besides, there are a few posts of Superintendents on a scale of Rs. 250—10—300 in the offices of the bigger Heads of Departments such as the Board of Revenue, Inspector-General of Police, Director of Public Instruction, etc. The Superintendents on these three scales of pay are employed mainly in the offices of the Heads of Departments in the city. But there are a few posts of Managers in the grade of Junior Superintendents in the District Agricultural Offices in the mufassal. There are also a few posts such as Accountants, Cash-Keepers, etc., on the same scale as that of Junior Superintendents, but these do not generally entail any supervisory work. The Superintendents have been placed in two grades—Junior and Senior—presumably because there are variations in the volume and complexity of work in different sections in an office and presumably also because one continuous long time-scale for the Superintendents will provide inadequate incentive for efficient work. We have examined the need for maintaining the present distinction between Junior and Senior Superintendents and consider that the distinction cannot be justified with reference to variations in the nature of the work in different sections. After all, even in the Secretariat, it is possible to recognize sections in which work is lighter and less complex than in other sections, but, the Government have rightly recognized only one grade of Superintendents. Further, the work of supervision is in essence the same. There is no reason also to fear that if a unified scale is proposed for Superintendents, they will tend to slacken as in every office there are generally a few higher posts to which the Superintendents can aspire for promotion; even otherwise, by the time an employee secures promotion to the ranks of Superintendents his mettle would have been sufficiently tested. We therefore recommend that the two categories of Junior Superintendents and Senior Superintendents may be combined and placed on a unified scale of Rs. 180—5—200—10—300. This unified scale will incidentally improve the prospects of advancement of ministerial staff and this should be welcome to them, particularly in technical departments where the ministerial staff have no chances of promotion to higher executive posts. There are many posts of Accountants and Cashiers, etc., which are now on a scale of Rs. 140—5—190, but do not often carry any supervisory responsibilities. We consider that a lower scale of Rs. 180—5—200—10—250 will suffice for such categories. At the other end there are posts on Rs. 140—5—190 variously designated as Office Assistants, Managers, etc., whose duties appear to be identical with those of Junior Superintendents. In general, the ministerial posts now on Rs. 140—5—190 may be placed on the revised scale of Rs. 180—5—200—10—300 proposed for the combined category of Junior and Senior Superintendents provided the following conditions are satisfied :—

(i) The same qualification as for Junior Superintendents should have been laid down for these other posts on Rs. 140—190;

(ii) The holders of the posts should be supervising the work of not less than five clerks and should be recognised as the Head of a Section; and

(iii) The person concerned should be submitting the work of his section direct to an officer and not through another Superintendent. In other words, he should be the ministerial head of the branch or section concerned and be directly responsible to an officer for the prompt despatch of business in that branch or section.

34. The ministerial posts now on Rs. 140—5—190 which do not satisfy the above conditions may be allowed only a revised scale of Rs. 180—5—200—10—250. For the Senior Superintendents now on Rs. 250—10—300, we suggest a revised scale of Rs. 325—15—400. This category may also be redesignated as Superintendent (Selection grade).

35. In the technical Departments there are very few gazetted posts to which the ministerial staff can aspire for promotion. But we find that even the few non-technical posts of Gazetted Assistants in such Departments are often filled by transfer of personnel from the Secretariat and elsewhere. We suggest that the present rules for the recruitment to the posts of non-technical Gazetted Assistants in various Departments may be recast deleting the provisions for the filling of such posts from the Secretariat and elsewhere. The scales of pay in the Secretariat are even now higher than those outside ; we have suggested a further improvement in the present scales of pay. The proportion of higher supervisory posts, both Gazetted and non-Gazetted, is also higher in the Secretariat, and the prospects of promotion in the Secretariat on the whole compare favourably with those open to non-technical staff in other departments. It is not, therefore, fair that Secretariat staff should be considered for promotion to posts outside, to the detriment of the already limited prospects of promotion available to the ministerial staff of the department concerned. We therefore recommend that all posts of non-technical Gazetted Assistants in the offices of Heads of Departments should be filled only by promotion from among the Ministerial Staff of the department.



CHAPTER VIII.

SECRETARIAT.

1. The Secretariat is the headquarters organization of the State Government where the business of the Government is transacted in the following Departments :—

- (1) Chief Secretariat (Public Department).
- (2) Home Department.
- (3) Finance Department.
- (4) Revenue Department.
- (5) Industries, Labour and Co-operation Department.
- (6) Education and Public Health Department.
- (7) Public Works Department.
- (8) Legal Department.
- (9) Rural Development and Local Administration Department.
- (10) Food and Agriculture Department.

2. The official head of each Department is the Secretary. He is usually assisted by one or more Deputy Secretaries, Under Secretaries and Assistant Secretaries. In some Departments there are Joint Secretaries or Additional Secretaries and they occupy a position identical with that of Secretary in regard to the subjects allotted to them. The Chief Secretary, in addition to the regular Secretariat business allotted to him, exercises general supervision over the other departments of the Secretariat and arranges for and attends meetings of the Council of Ministers.

3. The scales of pay allowed at present to the various categories of staff in all the departments of the Secretariat are as follows :—

Serial number and designation. (1)	Existing scale of pay. (2) RS.	Number of posts. (3)
<i>I. Posts in common with other departments.</i>		
1 Menials	16—1—25	2
2 Cleaners	16—1—25	12
3 Watermen	16—1—25	9
4 Sweepers	16—1—25	13
5 Scavengers	16—1—25	11
6 Additional Gardener	16—1—25	1
7 Peons	18—1—25	369
8 Duffadars	22—1—30	29
9 Attenders	24—1—35	90
10 Shroffs	40—2—50—1—65	2
11 Upper Division Clerks	80—5—110—3—125	12
12 Accounts Clerk	80—5—110—3—125	1
13 Junior Superintendents	140—5—190	3
14 Senior Superintendent	190—10—240	1
15 Drivers, Grade II	40—2—50	5
16 Drivers, Grade I	50—2—60—2½—75	2
17 Tracer	35—1—55	1
18 Draughtsman	120—5—150	1
<i>II. Posts special to the Secretariat.</i>		
19 Chowkidars	18—1—25	29
20 Head Chowkidars	24—1—35	2
21 Van Cleaners	20—1—25	4
22 Gardeners	20—1—30	2
23 Assistant Sergeant	22—1—30	1
24 Sergeant	40—2—50—1—55	1
25 Electric Lift Operators	30—1—40	2
26 Motor Cycle Messengers	30—1—40	2
27 Council Dubash	Rs. 50 (fixed)	1
28 Typists and Steno-typists	51—3—75—2½—100	270
29 Lower Division Clerks	51—3—75—2½—100	228
30 Cash Clerk	51—3—75—2½—100	1
31 Telephone Operators	51—3—75—2½—100	4
32 Supervisor	80—2—100	1
33 Upper Division Clerks	90—10—150—5—175	491
34 Upper Division Accountants	90—10—150—5—175	22
35 Personal Clerk to the Chief Secretary	100—5—200	1
36 Personal Clerks to Hon'ble Ministers	100—5—200	10
37 Confidential Assistant, Grade II	180—7½—300	1
38 Confidential Assistants, Grade I	200—20—400	3
39 Superintendent (S.C.)	240—20—500	1
40 Superintendents	200—20—400	207
41 Personal Assistants to Hon'ble Ministers	200—20—400	6
42 State Administration Report Officer	300—50/2—700	1
43 Khadi Special Officer	300—50/2—700	1
44 Assistant Secretaries to Government	475—75/2—700	48
45 Personal Assistant to the Chief Minister	475—75/2—700 plus Rs. 60 special pay.	1

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
II. <i>Posts special to the Secretariat—cont.</i>		
46 Deputy Secretaries to Government (non-I.A.S.)	Rs. 475—75/2—700 plus Rs. 200 special pay per mensem.	19
47 Under Secretary to Government, Law Department.	Pay as Subordinate Judge plus Rs. 200 special pay or pay as District Munsif plus Rs. 100 special pay per mensem.	1
48 Joint Secretary to Government, Law Department.	Pay admissible to the Officer in the State Higher Judicial Service plus Rs. 250 special pay per mensem.	1
49 Secretary to Government, Law Department ..	Rs. 1,400—100/2—1,800 ..	1
50 Under Secretaries to Government (other than Law).	Pay in the junior time-scale of I.A.S. plus a special pay of Rs. 150 per mensem.	..
51 Deputy Secretaries to Government	Pay in the senior time-scale of I.A.S. plus a special pay of Rs. 200 per mensem.	8
52 Secretaries and Additional Secretaries to Government.	Grade pay in the I.A.S. or I.C.S. plus a special pay of Rs. 250 per mensem.	..
53 Private Secretary to Chief Minister	I.A.S. cadre	1
54 Chief Secretary to Government	Rs. 3,750 (fixed)	1

III. *Miscellaneous posts.*

55 Secretary, Tamil Development and Research Council.	Rs. 800	1
56 Secretary, <i>Ad hoc</i> Committee	Rs. 850	1
57 Superintendent	Rs. 120—10—200	1
58 Assistant Engineer	Rs. 300—20—500	1

Of the staff mentioned above, categories 1 to 18 are common to all departments and our recommendations in regard to them may be found elsewhere in our report.

4. A feature of the present pay structure of the Secretariat staff, which has been a source of grievance to the staff outside, is the special treatment given to the ministerial staff in the Secretariat by the provision of comparatively better scales of pay. Many of the Employees' Associations, including the Tamilnad Non-Gazetted Government Officers' Union, consider that the present distinction between Secretariat and non-Secretariat staff in respect of emoluments is unsustainable and that in view of the essential similarity in their qualifications and nature of work, the ministerial staff outside the Secretariat should also be allowed the same scales of pay as those in the Secretariat. The Secretariat Association, on the other hand, has naturally taken a different view and has urged that the Secretariat should continue to be treated on a special basis as hitherto, and that the present comparatively higher level of emoluments for Secretariat staff can be justified, in the words of the Meston Committee, "with reference to the higher degree of intelligence, broader outlook and discriminating critical faculty required of the staff".

5. We have considered dispassionately this issue of differentiation in emoluments between Secretariat staff and outside staff and consider that it should be settled with reference to the qualifications prescribed for the posts in the Secretariat and the nature

of work in the Secretariat. The minimum qualification laid down even for posts of Lower Division Clerks in the Secretariat, other than those of Central Branches, is a University Degree, while for direct recruitment to the cadre of Upper Division Clerks, a post-graduate Degree or a First Class Degree in a pass course has been prescribed. It will be seen that these qualifications are higher than those prescribed for the clerical posts in other offices. Turning to the work in the Secretariat, it is the Secretariat Organization which has to sift the reports from the Heads of Departments, examine their proposals from all points of view free from any departmental bias, and generally prepare the material in the light of which the Government can frame correct policies. It is the Secretariat Organization again which has to translate the policies of the Government into intelligible orders and review the working of these policies. Proposals from Heads of Departments in regard to important establishment matters have also to be examined and placed before the Government for orders. The Secretariat has also to assist the Ministers in regard to their work in the Legislature and its various committees. Apart from all this, there is more of secret and confidential work in the headquarters organization of the Government than in other offices, and this needs staff of high standards of rectitude and reliability. The work in the Secretariat is thus in a class by itself, and should in our view, be recognized to be of greater importance than the work in other offices. Most of the other State Governments have also maintained a degree of differentiation in emoluments between Secretariat and other staff. The Government of India have also drawn such a distinction between their headquarters staff and the staff of offices subordinate to them. Having regard to all these factors, we consider that the present differentiation between the Secretariat and other staff in emoluments is necessary and justified, and that the Secretariat staff should generally be allowed higher scales of pay than the staff with the same nomenclature in outside offices. We, however, feel that this differentiation between the Secretariat and outside staff can be made only from the level above which the work in the Secretariat is demonstrably different from that of other offices. It is only from the level of the Upper Division Clerks that such a differentiation in the nature of work could be said to exist, as Lower Division Clerks in the Secretariat are not expected to do any original work and only assist the section in regard to such routine work as maintenance of registers, issue of simple reminders, etc. In this view, we suggest that there is no need for distinction in emoluments between the Secretariat and outside staff at the level of the Lower Division Clerks. We also suggest that as a measure of encouragement to ministerial staff in outside offices, a certain percentage of posts of Upper Division Clerks in the Secretariat should be filled by transfer from other offices. Sri T. N. S. Raghavan, who as Special Officer for Reorganization of Departments, had examined this question at some length, had recommended "that a proportion of Upper Division Clerks in each department should be filled by transferring suitable personnel from the offices of the corresponding Heads of Departments and other Subordinate offices." He had also proposed that the statutory rules governing recruitment to the Upper Division should be modified so as to require one vacancy in every four vacancies to be filled by such transfers. We agree with Sri Raghavan.

6. The Madras Secretariat Association as well as the Madras Secretariat Officers' Association, while pressing for the maintenance of the present distinction between the Secretariat and outside staff, have also suggested that the different grades of staff in the Madras Secretariat should be assured the same scales of pay as in the Government of India Secretariat. It has to be noted that this request for parity with scales of pay of the Government of India is not really part of the general request of other sections of the State Government employees for parity with employees of Central Government. In the latter case, comparison is made between State Government employees and Central Government employees working in the same place, while the request of the Madras Secretariat Association relates to removal of disparities in emoluments between State Government employees and Central Government employees working in different places. We have already observed that on financial and other grounds it is not possible to ensure parity for State Government employees with Central Government employees working in the same place. *A fortiori* the request of Secretariat staff for parity with staff of the Central Secretariat has to be rejected as impracticable, as comparison is sought to be made between staff working in different places. We also feel that it is not unreasonable that the headquarters organization of a Federal Government, which has to draw its staff from all parts of the country and which under the scheme of distribution of powers under the Constitution deals with matters of National importance should be remunerated on a more liberal scale than the corresponding staff of State Governments. It is on this account that there has always been some degree of differentiation in emoluments between the staff of the Central Secretariat and those of the State Secretariat, and the request for parity with Central Secretariat is thus not also supported by past practice. It is significant that in the very passage from the report of the Meston Committee which the Secretariat Association has cited, in part, in support of its request for higher scales of pay for Secretariat staff than for non-Secretariat staff, a distinction has been drawn between the staff of the "Imperial Secretariat" (now the Central Secretariat) and the "staff in the offices of any Provincial Government."

7. *Lower Division Clerks.*—The Lower Division Clerks in the Secretariat attend to routine work like maintenance of Personal Registers and tracing of old records. In view of the high proportion of Upper Division to Lower Division posts, the Lower Division Clerks generally secure promotion to Upper Division soon after they complete probation or in some cases even earlier. Under the present rules of recruitment to the posts of Lower Division Clerks in the Secretariat a distinction is made between what are called 'Central Branches' and other departments of the Secretariat. While only a minimum general educational qualification has been prescribed for posts of Lower Division Clerks in the Central Branches, for the posts in other departments a University Degree is laid down as an essential qualification. Under the rules, as they stand, it is possible for persons with the minimum general educational qualification to become clerks in the Central Branches and secure promotion eventually to higher posts in the Secretariat. We feel that this process will lead gradually to dilution of standards in the Secretariat, and therefore urge that qualifications for the posts of Lower Division Clerks in the Central Branches should be brought in line with those of other departments. In other words, a University Degree should be insisted upon for appointment to the posts of Lower Division Clerks in the Central Branches also. The Lower Division Clerks in the Secretariat (in the Central Branches as well as in the regular departments) are now on a scale of Rs. 51—3—75—2½—100 which is slightly higher than that of Lower Division Clerks in other offices. As we have observed earlier, a distinction cannot be validly drawn between the work in the Secretariat and in the other organizations at the level of the Lower Division Clerks. We therefore consider that the Lower Division Clerks in the Secretariat should also be placed on the same scale of pay as those in other offices, namely, Rs. 90—4—110—3—140 and allowed, like all other graduates, three advance increments in the revised scale.

8. We notice that under the present rules of recruitment, a Degree in Economics, Mathematics or Commerce has been prescribed as an essential qualification for posts of both Lower Division Clerks and Upper Division Clerks in the Finance Department. In view of the essential similarity of work in all departments, we do not see any need for differentiation in qualifications between Finance and other departments and therefore suggest that the rules of recruitment to posts of Lower Division Clerks or Upper Division Clerks in the Finance Department may also be recast as for similar posts in other departments.

9. It has been brought to our notice that the Lower Division Clerks in the Finance Department are required to pass the Account Test for Subordinate Officers, Part I, before promotion to the Upper Division and that though they are temporarily promoted as Upper Division Clerks even before the passing of the Test, their services as Upper Division Clerks, are regularized only from the subsequent date of the passing of the Account Test. In other words, their service as temporary Upper Division Clerks prior to the passing of the Test is not reckoned as regular service. It has been urged that the present rule places them in a position of disadvantage as compared with other clerks in other departments of the Secretariat who are not required to pass any such Test. In the Revenue Department where a pass in the Revenue Test has been prescribed in the case of Upper Division Clerks, they are required to pass the Test only within the period of probation. It is only fair that the rules in respect of Upper Division Clerks in the Finance department should also be recast so as to require the passing of the Account Test for Subordinate Officers, Part I, during the period of probation.

10. *Typists and Steno-typists.*—The qualifications prescribed for the Typists and Steno-typists in the Secretariat are the same as those in other offices. It is not also possible to draw any distinction in respect of duties and responsibilities of these posts in the Secretariat and outside. A higher scale of pay for these categories of staff working in the Secretariat cannot therefore be upheld on any logical basis. We therefore recommend a revised scale of only Rs. 90—4—110—3—140, the same as for Typists and Steno-typists in other offices. The existing Typewriting and Shorthand special pays may be continued.

11. The Telephone Operators in charge of the Telephone Exchanges in the Secretariat are on a scale of Rs. 51—3—75—2½—100 corresponding to that of Lower Division Clerks in the Secretariat. The minimum general educational qualification will suffice for all these posts, and we do not therefore see any reason to allow this category the same initial pay as graduates elsewhere. We therefore suggest that they may be allowed the same scale of pay as other Lower Division Clerks, namely, Rs. 90—4—110—3—140. The Secretariat Association has asked for a special pay of Rs. 25 for the Head Telephone Operator. This request may be disposed of by Government on merits.

12. *Upper Division Clerks.*—The Upper Division Clerks, numerically the largest category of staff in the Secretariat, are now on a scale of Rs. 90—10—150—5—175. While their initial pay is slightly higher than that of Upper Division Clerks in other offices, the maximum is considerably higher. We have already observed that some differentiation

in emoluments between the Secretariat staff and outside staff from this level upwards will be fully justified. There is need also for prescribing a higher maximum for Secretariat Upper Division Clerks because there are no intermediate posts between the Upper Division and the higher supervisory posts in the Secretariat as in many departments such as, for example, posts of Taluk Head Accountants in the Revenue Department. There is a fairly substantial element of direct recruitment at the level of the Upper Division Clerks in the Secretariat, and having regard to the high educational qualifications prescribed for such direct recruitment, we consider that a revised scale of pay of Rs. 140—10—240 would be appropriate for this category of Secretariat employees.

13. The Law Department has forwarded to us a petition from the Upper Division Clerks of that department asking for a special pay of Rs. 50 per mensem as they are all Law Graduates. The Law Department is only one of the departments of the Secretariat and the fact that a Degree in Law is necessary is not adequate in itself to justify any special pay.

14. *Upper Division Accountants (Rural Development and Local Administration Departments).*—The posts of Upper Division Accountants in the Rural Development Department are on the same scale as that of Upper Division Clerks in the Secretariat. We therefore recommend a revised scale of Rs. 140—10—240 for these posts also.

15. *Personal Clerks.*—The posts of Personal Clerks to the Ministers and the Chief Secretary are now on a scale of Rs. 100—5—200. This scale is intended for personnel from outside appointed to these posts. Clerks of the Secretariat or other Government offices draw pay in the scale of pay admissible to them in their regular line subject to a minimum initial pay of Rs. 100. They also draw in addition a duty allowance of Rs. 25 per mensem. We consider that in the interests of rationalisation it is better to allow the Personal Clerks to Ministers and Chief Secretary the same scale of pay as Upper Division Clerks of the Secretariat. We therefore recommend a revised scale of pay of Rs. 140—10—240 for these posts, the existing duty allowance and special pay now attached to these posts being also continued.

16. *Confidential Assistants.*—These posts have been sanctioned for the Strictly Confidential Section in the Public Department. These posts are usually filled by transfer from the Special Branch Clerks of the Madras Ministerial Service.

There are two grades in this category—Confidential Assistants, Grade II, on Rs. 180—7½—300 and Confidential Assistants, Grade I, on Rs. 200—20—400. These scales were fixed only in November 1958. Having regard to the nature of the duties attached to these posts, we recommend a revised scale of Rs. 225—15—375 for Confidential Assistants, Grade II, and Rs. 250—25—500 for Confidential Assistants, Grade I. The existing special pays attached to these posts may also be continued.

17. *Superintendent (Strictly Confidential).*—The Superintendent (S.C.) is in charge of the Strictly Confidential Section. The present scale of pay of this post, viz., Rs. 240—20—500 was fixed only in 1958 and is higher than that of the Superintendents in the Secretariat. We recommend a revised scale of pay of Rs. 300—25—600 for this post.

18. *Superintendents.*—The category above the Upper Division Clerks in the Madras Secretariat Service is the Superintendent. He is in charge of a section of a Secretariat Department consisting of two or three Upper Division Clerks and generally also one Lower Division Clerk. He is responsible for the efficient and expeditious despatch of business in all stages in his section. In addition to supervising the work of the Clerks under his charge, he is also expected to deal personally with the more difficult or important papers.

The Superintendents are now on a scale of Rs. 200—20—400. The initial pay is the same as that of Tahsildars in the Revenue Department; but there is a difference of Rs. 100 in the maximum of the scales. Keeping this in view, we recommend a revised scale of pay of Rs. 250—25—500 for this category.

19. *Personal Assistants to Ministers.*—The Personal Assistants to Ministers are now on the same scale as that of Superintendents and may therefore be placed on a revised scale of pay of Rs. 250—25—500, the existing duty allowance and special pays being also continued.

20. *Assistant Secretaries.*—The Assistant Secretaries to Government, the next higher grade of officers, are now on the scale of Rs. 475—75/2—700. The Madras Secretariat Officers' Association has suggested a scale of Rs. 600—50—900 for this category. Consistent with our view that no increase should generally be allowed to non-technical gazetted officers,

we are not suggesting any upward revision of pay for this category. We however recommend a revised scale of Rs. 550—40—750—50—800, providing for annual instead of biennial increments and for the merger of dearness allowance.

21. The whole of the Secretariat, except Law and Finance Departments, is now being treated as one unit for determination of promotions from the category of Superintendents to that of Assistant Secretaries. The work in the Finance Department is in essentials similar to that of other departments and it will therefore be appropriate to remove the present distinction between Finance and other departments and club Finance with other departments for purposes of promotion from the ranks of Superintendents to those of Assistant Secretaries. We have elsewhere proposed that the qualifications prescribed for the posts of Lower Division Clerks and Upper Division Clerks in the Finance Department should be brought in line with those of other departments of the Secretariat and the inclusion of Finance in the 'one unit system' will fit in with this suggestion. The qualifications laid down for posts in the Law Department and the work in that department are different from those of other departments. That department may therefore continue to be treated on a separate basis as hitherto.

22. *Personal Assistant to the Chief Minister.*—The post of Personal Assistant to the Chief Minister is now on the same scale as that of Assistant Secretaries to Government. A special pay of Rs. 60 per mensem is also attached to this post. We accordingly recommend a revised scale of Rs. 550—40—750—50—800 (the same as that of Assistant Secretaries) for this post. The existing special pay may also be continued.

23. *Deputy Secretaries to Government (non-I.A.S.).*—The Assistant Secretaries to Government can normally aspire for promotion to the posts of Deputy Secretaries to Government not borne on the I.A.S. cadre. The non-I.A.S. Deputy Secretaries are now allowed the same scale as that of Assistant Secretaries to Government and in addition a special pay of Rs. 200 per mensem.

24. The existing cadre of Deputy Secretaries to Government (non-I.A.S.) was first created in 1953. Promotees to these posts were allowed their grade pay plus a special pay of Rs. 200 on the analogy of the system of grade pay plus special pay given to officers, appointed as Deputy Secretaries from outside the Secretariat on a tenure basis. In 1955 a regular time-scale of Rs. 700—100/2—1,000 was sanctioned for this cadre. In April 1956, this scale was abolished as none of the officers opted for the scale which thus became inoperative. The Madras Secretariat Officers' Association has suggested for Deputy Secretary a scale of Rs. 1,000—100—1,500 or Rs. 600—50—900 (the same proposed by the Association for Assistant Secretaries) plus a special pay of Rs. 250 per mensem, option being given to the officers to elect either of the scales. Consistent with our principle of not proposing any increase for non-technical gazetted officers, we should leave the emoluments of this category unaltered. But the existing arrangement under which the holders of these posts only draw a fixed special pay in addition to their grade pay in a lower category is anomalous and finds few parallels elsewhere. The special pay arrangement may have worked well at a time when promotions to the rank of Deputy Secretaries were few and far between and when people secured promotions, with certain conspicuous exceptions, only at the fag end of their service. Promotions to the rank of Deputy Secretaries have now come to be accepted as part of the normal prospects of a career in the Secretariat. A suitable time-scale has therefore to be proposed. We therefore recommend a scale of pay of Rs. 900—50—1,200 for the non-I.A.S. Deputy Secretaries to Government. Officers may be given the option, if they choose, of continuing on the scale of pay of Assistant Secretaries and of drawing a special pay of Rs. 200 as at present. The option once exercised should be final. We anticipate that officers securing early promotion will opt for the time-scale of pay, while officers promoted at the fag end of their service will prefer the special pay arrangement. The Madras Secretariat Officers' Association has requested that at least 75 per cent of the posts of Deputy Secretaries may be reserved for promotion from the Assistant Secretaries and that the promoted Deputy Secretaries should also be appointed to suitable higher posts in the Secretariat and outside. They have also requested that at least 5 per cent of the strength of the I.A.S. cadre in the senior grade fixed for the State may be reserved for the Deputy Secretaries. In relation to the number of Assistant Secretaries, the number of posts of Deputy Secretaries now held by promoted officers should be considered to be fairly high and we are not therefore suggesting reservation of any specific percentage of the posts of Deputy Secretaries for promotion from the cadre of Assistant Secretaries. We however suggest that a measure of promotion of non-I.A.S. Deputy Secretaries to posts of Secretaries to Government or posts of similar status, not specially reserved for I.A.S. officers may also be provided for. To this end, a combined seniority list of non-I.A.S. Deputy Secretaries as well as of I.A.S. officers may be maintained,

relative seniority between the two classes of officers being determined with reference to the date of first appointment to the cadre of Deputy Secretaries in respect of non-I.A.S. Deputy Secretaries and the date of first appointment to senior time-scale posts in the case of I.A.S. officers. Promotions to higher posts of the nature mentioned above may be from such a combined list.

25. *Under Secretary to Government.*—In the Law Department the posts of Under Secretary to Government and Joint Secretary to Government are held by officers drawn from the Judicial Service. The post of Under Secretary is held either by a District Munsif or by a Sub-Judge in the State Judicial Service, while the post of Joint Secretary is filled by officers drawn from the State Higher Judicial Service. They are allowed their grade pay in the Judicial line plus a special pay of Rs. 250 in the case of State Higher Judicial Service Officers, Rs. 200 in the case of Sub-Judges and Rs. 100 in the case of District Munsifs. We consider that no change is called for in regard to the existing arrangement. We recommend that the officers drawn from the Judicial Service for these posts may be allowed their grade pay in that line and in addition a special pay on the present scale.

26. *Secretary to Government (Law Department).*—The post of Secretary to Government in the Law Department is now on a scale of Rs. 1,400—100/2—1,800. Normally this post is held by a District Judge on a tenure basis. We do not see any justification for prescribing a separate scale of pay for this post, when for other posts of Secretaries held on tenure, a special pay of Rs. 250 is alone allowed in addition to grade pay in the senior time-scale of I.C.S. or I.A.S. As the time-scale of District Judges is identical, except for the higher initial pay, with the senior time-scale of the I.A.S., we suggest that the Secretary to Government, Law Department, may be equated to a District Judge and allowed in addition a special pay of Rs. 250 like all other Secretaries to Government.

27. The posts of Under Secretaries (other than Law) Deputy Secretaries (other than non-I.A.S.), Joint or Additional Secretaries and the Chief Secretary to Government are included either in the I.A.S. or I.C.S. cadre. We are not therefore recommending any change in regard to these posts.

28. *Chowkidars.*—We now turn to the consideration of the scales of pay of some of the isolated posts. Among the watch and ward staff of the Secretariat are Chowkidars, on the same scale as that of Last Grade servants. We recommend a revised scale of Rs. 50—1—60 for them.

29. *Head Chowkidars.*—The Head Chowkidars supervise the work of the watch and ward staff. These posts are now on the same scale as that of Attenders. We therefore recommend a scale of Rs. 55—1—70 (same as for Attenders) for this category.

30. *Sergeant.*—The Sergeant assists the Supervisor in supervising the work of the watch and ward staff and also regulates the flow of visitors who come to the Secretariat. He is now on a scale of Rs. 40—2—50—1—55. Having regard to the nature of the duties attached to this post, we recommend a scale of Rs. 80—2—100 for it.

31. *Council Dubash.*—The Council Dubash is now on a fixed pay of Rs. 50 per mensem. We recommend a revised scale of Rs. 80—2—100 for this post.

32. *Supervisor.*—There is a post of Supervisor in the Secretariat on a scale of pay of Rs. 80—2—100. He supervises the work of the conservancy and watch and ward staff of the Secretariat. He is also responsible for the proper upkeep of the buildings. Having regard to the nature of the duties attached to this post, we recommend a scale of Rs. 125—3—140—5—150 for it.

33. The posts of Secretary, Tamil Development and Research Council and Secretary, *Ad hoc* Committee, are two newly created posts of a special nature in the Secretariat. They are now on a fixed pay of Rs. 800 and Rs. 850 respectively. Consistent with our general policy, we are not recommending any change in regard to these posts.

34. There are two isolated posts—one post of Superintendent on Rs. 120—10—200 and one post of Assistant Engineer on Rs. 300—20—500 in the Housing Board attached to the Industries, Labour and Co-operation Department. These posts are held by officers drafted from the City Improvement Trust. We are not therefore recommending any revision in regard to these posts.

CHAPTER IX.

GOVERNOR'S SECRETARIAT.

1. The existing strength and the scales of pay of the various categories of staff in the Governor's Secretariat are as follows :—

Serial number and name of category. (1)	Existing scale. (2) RS.	Number of posts. (3)
<i>Categories of staff in common with all departments.</i>		
1 Peons	18—1—25	6
2 Duffadar	22—1—30	1
3 Attenders	24—1—35	2
<i>Categories special to the office.</i>		
4 Steno-typist	51—3—75—2½—100	1
5 Upper Division Clerks	90—10—150—5—175 plus Rs. 35 Shorthand Special pay.	2
6 Superintendent	200—20—400	1
7 Confidential Assistant	200—20—400 plus Rs. 35 special pay and Rs. 35 Shorthand Special pay.	1
8 Personal Assistant	250—20—450	1
<i>Gazetted.</i>		
9 Assistant Private Secretary to the Governor	350—50/2—600	1
10 Private Secretary to the Governor	475—75/2—700 plus Rs. 200 special pay.	1
11 Secretary to Governor	I.A.S. cadre (post held in abeyance).	1

Items 1 to 3 belong to common categories of staff and no special recommendations are necessary.

2. As regards the post of Steno-typist, the Private Secretary to the Governor pointed out during our discussions with him that higher posts such as Upper Division Clerks, Superintendents and Assistant Private Secretary were all filled eventually by promotion from the post of Steno-typist. He therefore felt that it would be desirable to upgrade the post of Steno-typist to that of Upper Division Clerk and prescribe for it a degree qualification in addition to stenographic qualification. The most satisfactory arrangement for the manning of the higher posts in the Governor's Secretariat would be to treat it as part of a department, such as the Public Department in the Secretariat. But this arrangement is not favoured by the Private Secretary to the Governor, as it would entail frequent changes of personnel in a small establishment such as the Governor's Secretariat. The Governor's Secretariat will, therefore, have to continue as a separate unit and if so, the case for upgrading the post of Steno-typist from which promotions are eventually made has to be conceded. We accordingly propose for this post, a scale of Rs. 140—10—240 (the same as for Upper Division Clerks of the Secretariat) plus the usual special pay of a stenographer, a University Degree also being insisted on in future in addition to stenographic qualification. The Upper Division Clerks, Superintendent and Confidential Assistant are now on the same scale of pay as corresponding grades in the Secretariat and this parity may be maintained.

3. The Personal Assistant on Rs. 250—20—450 is another important category. This post was originally known as Confidential Assistant. Consequent on the sanction of a separate post of Confidential Assistant on Rs. 200—20—400, this post has been re-designated as Personal Assistant with effect from October 1953. We recommend that this post may be equated to that of Superintendent, Public (S.C.) Department and placed on a scale of Rs. 300—25—600.

4. The Assistant Private Secretary to the Governor is on the scale of pay of Rs. 350—50/2—600. We recommend that this post may be equated with that of Deputy Collectors and allowed a scale of Rs. 375—25—800.

5. The Private Secretary to the Governor is on the same scale as that of Assistant Secretaries to Government, but he gets in addition a special pay of Rs. 200. Thus in effect the post carries the same emoluments as those of non-I.A.S. Deputy Secretaries in the Secretariat. We suggest that the revised scale proposed by us for non-I.A.S. Deputy Secretaries to Government may be extended also to the post of Private Secretary to the Governor.

6. The post of Secretary is held in abeyance now, and we are not, therefore, proposing any scale of pay for the post.

CHAPTER X.

OFFICE OF THE COMPTROLLER, GOVERNOR'S HOUSEHOLD.

1. The post of Comptroller, Governor's Household, was created in 1952 in the place of Military Secretary to the Governor. The staff in the office of the Comptroller, Governor's Household, are regular Government servants. But the members of the domestic establishment of the Governor, who are governed by a set of *ad hoc* rules of Government, are paid from the contract, tour and furniture grants of the Governor, and not being thus Government servants do not come within our purview.

2. But, our recommendations in regard to scales of pay, merger of a portion of Dearness Allowance with pay and retirement benefits will obviously have repercussions on the scales of pay and other conditions of service of the Household establishment of the Governor as well.

3. The existing strength and the scales of pay of the other regular posts in the office of the Comptroller are as shown below :—

Serial number and name of the post.	Number of posts.	Existing scale.
(1)	(2)	(3)
		RS.
1 Peons and Attenders	7	18—1—25.
2 Duffadar	1	22—1—30.
3 Attenders	2	24—1—35.
4 Male Nursing Orderlies	2	19—1—25.
5 Maternity Assistant	1	40—3—55—1—70.
6 Pharmacists	2	45—2—85.
7 Machine Minder	1	40—2—60—1—70.
8 Binder	1	40—2—60—1—70.
9 Compositor	1	40—2—60—3—75.
10 Lower Division Clerks	5	51—3—75—2½—100.
11 Upper Division Clerks	2	100—5—150—10—190.
12 Assistant House Steward	1	100—5—150.
13 House Steward	1	140—10—200.
14 Cashier	1	140—10—200.
15 Superintendent	1	200—20—300.
16 Garden Overseer	1	100—5—140.
17 Garden Superintendent	1	150—10—220—20—300.
18 Hospital Sweeper	1	15—1—20.
19 Ayah	1	16—1—25.
20 Staff Nurse	1	50—3—65—2—75.
21 Tent Tindal	1	35—1—40.
22 Motor Cyclist	1	35—1—45.
23 Medical Officer (Raj Bhavan Hospital)	1	200—25/2—400.
24 Aide-de-Camp to the Governor	1	I.A.F. scale plus special pay Rs. 150.
25 Do.	1	280—30/2—310—40/2—350—50/2 —650 (Deputy Superintendent of Police scale) plus special pay Rs. 150.
26 Assistant Comptroller	1	350—50/2—600.
27 Comptroller	1	550—50/2—750.

Of the above staff categories 1 to 3 are common to all departments and 4 to 9 and 23 carry the scales of pay allowed to similar categories in other departments. The scales of pay recommended for those posts will, therefore, apply to these posts also.

4. Among the ministerial staff, the Lower Division Clerks are, at present allowed the Secretariat scale, while the Upper Division Clerks are allowed a higher scale of pay than in the Madras Secretariat Service. In 1946, the scales of pay of Upper Division Clerks in the Governor's Secretariat and in the Madras Secretariat were Rs. 90—10/2—180 and Rs. 60—10/2—120—15/2—150 respectively. The Cabinet Salaries Committee of 1946 recommended the scale of Rs. 90—5—125—10—175 for adoption for both the departments. But the Governor's Military Secretary wanted to maintain some difference between the two, and therefore recommended a scale of Rs. 100—5—150—10—190 for his staff and this was accepted. The Comptroller is now agreeable to equating these posts with those in the Madras Secretariat. We accordingly recommend that the Lower Division and Upper Division Clerks in the Comptroller's office may be allowed the scale of pay proposed for the corresponding categories in the Secretariat.

5. The posts of an Assistant House Steward on Rs. 100—5—150 and a House Steward on Rs. 140—10—200 may be considered next. The Comptroller has represented that the work of the Steward has become more difficult in recent years in view of the increase in the number of guests at Raj Bhavan. The work in regard to the maintenance of accounts has also increased on account of the constitution of the sumptuary allowance into a separate account (the Governor's Hospitality Fund), subject to full scale audit. He has urged before us that it has not been possible to recruit suitable candidates for these posts on the present scales of pay, and that recently one experienced Assistant House Steward with five years of service had secured a better job outside and left. In the light of the facts placed before us by the Comptroller, we consider that a revised scale of Rs. 150—5—200 for the Assistant House Steward and Rs. 175—10—225—15—375 for the House Steward will be fair.

6. The post of Cashier corresponds more or less to that of the Junior Superintendent and we accordingly propose a scale of Rs. 180—5—200—10—250, a chunk of the unified scale suggested for Superintendents in the offices of Heads of Departments. As regards the Superintendents, it may appear at first sight that their work is not comparable to that of the Superintendents in the Secretariat. But the Upper Division Clerks in the office are already on a scale higher than that of the Secretariat and even under our revised proposals will be on the same scale as Upper Division Clerks in the Secretariat. It may not, therefore, be fair or logical to deny the Superintendents alone the Secretariat scale, particularly when in the Governor's Secretariat, parity with the Secretariat has been conceded. We therefore recommend a scale of Rs. 250—25—500 for the Superintendents.

7. The posts of Garden Superintendent at Ootacamund and the Garden Overseers at Guindy carry at present, the scale of pay of Rs. 150—10—220—20—300 and Rs. 100—5—140 respectively. The qualification prescribed for the post of Garden Overseer is a degree in Botany or Agriculture with special aptitude for research in horticulture or practical experience in gardening. The Comptroller has suggested that in order to obviate the necessity for revising the scales of pay of the posts whenever there is any revision of pay in the Agriculture Department and in view of the need for assuring reasonable prospects of promotion to the holders of these posts, the two posts may be treated as additions to the category of Upper Subordinates in the Madras Agricultural Subordinate Service. We agree with the Comptroller and recommend that the scale of pay proposed for the Agricultural Upper Subordinates and in addition a suitable special pay may be allowed for these posts which may be filled up in future by transfer from the Agriculture Department. The above scale, but not the special pay in addition, may be allowed to the Overseer if the existing incumbent possesses the qualification prescribed for Upper Subordinates; otherwise he may be allowed a revised scale of Rs. 150—5—200. For other miscellaneous posts of minor importance in the non-gazetted cadre, we have revised the scales as shown in Part IV.

8. The posts of Aide-de-Camp to the Governor, are held on tenure by officers drawn either from the Defence Service or from the Police Department, who draw their rank pay plus a special pay of Rs. 150. We do not therefore propose any changes. As regards the post of Assistant Comptroller, we feel that it may be equated with Deputy Collectors and placed on a scale of Rs. 375—25—800. The Comptroller may be allowed the scale proposed for the Assistant Comptroller and in addition a special pay of Rs. 200 for the additional responsibilities shouldered by him.

CHAPTER XI.

LEGISLATURE SECRETARIAT.

1. The Madras Legislature Secretariat was constituted as an independent Department in February 1950 in accordance with Article 187 of the Constitution of India. It attends to the work relating to the Legislative Assembly and the Legislative Council. Reporting of the proceedings in both the Houses, settling of the various procedural issues that arise in both

the Houses, the drawal of salaries and the travelling allowance of the Members of the Legislature, etc., are part of the work of the Legislature Secretariat. The existing strength and the scales of pay of the various posts in the department are as follows :—

Serial number and name of the category.	Number of posts.	Existing scale of pay.
(1)	(2)	(3) RS.
1 Peons including Chowkidars	49	18—1—25.
2 Duffadars and Chobdars	5	22—1—30.
3 Dubashes	2	50 (fixed).
4 Sergeant, Legislator's Hostel	1	45—3—60—2½—80.
5 Attenders, Grade II	7	24—1—35.
6 Attenders, Grade I	3	40—2—50—1—55.
7 Record-Keeper	1	40—2—50—1—55.
8 Rotaprint Operator	1	40—2—60.
9 Adler Typewriter Operator	1	70—4—110.
10 Telephone Operator	1	51—3—75—2½—100.
11 Typists including Steno-typists	9	51—3—75—2½—100 (plus special pay).
12 Lower Division Clerks	17	51—3—75—2½—100.
13 Upper Division Clerks	17	90—10—150—5—175.
14 Personal Assistant to Chairman	1	100—5—200.
15 Personal Assistant to Speaker	1	100—5—200.
16 Librarian	1	200—10—300.
17 Assistant Superintendents	2	200—10—300.
18 Reporters (Tamil)	8	200—10—400.
19 Reporters (English)	12	200—10—400.
20 Superintendents	6	200—20—400.
21 Assistant Secretaries	3	400—50/2—700.
22 Deputy Secretaries	2	550—50/2—900.
23 Secretary	1	800—50—1,000—60—1,300—50—1,800.

2. Of the above categories of staff, the posts of Peons and Chowkidars, Duffadars and Chobdars, Attenders, Grade II, Typists and Steno-typists, Telephone Operator, Lower Division Clerks, Upper Division Clerks, Personal Assistants to the Speaker and the Chairman, and the Superintendents are on the same scales as those of similar categories in the Secretariat. The scales of pay recommended for those posts may, therefore, be extended to these posts also.

3. For the posts of Dubashes, who are now on a fixed pay of Rs. 50 we recommend a scale of Rs. 80—2—100.

4. There are three posts of Library Attenders in Grade I and one post of Record-Keeper on Rs. 40—2—50—1—55. The qualifications prescribed for the posts of Attenders, Grade I, is a completed S.S.L.C., whereas education up to IV Form will suffice in the case of Record-Keeper. But we recommend a scale of Rs. 70—2—100 for both these categories, and suggest that for the post of Record-Keeper also completed S.S.L.C. may be fixed as the minimum qualification in future.

5. For the post of Sergeant in the Legislator's Hostel, who is now on a scale of Rs. 45—3—60—2½—80 we recommend a revised scale of Rs. 90—4—110—3—140, the same scale as proposed for Lower Division Clerks. We would like to stress here that in future recruitment to this post should be made only by promotion from the lower categories, viz., Record-Keeper, Attenders, etc.

6. There is one post of Rotaprint Operator on Rs. 40—2—60 and one Adler Typewriter Operator on Rs. 70—4—110. For them we recommend a revised scale of Rs. 70—2—100 and Rs. 100—5—150 respectively.

7. In regard to the post of Librarian, we find that prior to 1953, only Clerks were put in charge of the Library. It was only in 1953 that the scale of pay of the Librarian was fixed at Rs. 200—10—300. We therefore consider that a revised scale of Rs. 225—15—375 will be adequate for this post.

8. There are two posts of Assistant Superintendents on Rs. 200—10—300. As the set up of the Legislature Department generally corresponds to that of the departments in the Secretariat, we feel that it would be incongruous to have a category of Assistant Superintendents in between Upper Division Clerks and Superintendents. We recommend that the post of Assistant Superintendent may be upgraded to that of Superintendents and allowed a revised scale of pay of Rs. 250—25—500.

9. There are twenty posts of Reporters (both Tamil and English) on Rs. 200—10—400. The Secretary, Madras Legislature, has recommended a scale of Rs. 200—10—310—15—400 for these posts. The Madras Secretariat Association has asked for a scale of Rs. 350—800 for this category, the same as that of Reporters in the Lok Sabha. Since we are not conceding parity with the Central Government staff for any section of State Government employees due to various factors, we do not consider it possible to allow these Reporters, a scale of Rs. 350—800. We recommend a revised scale of Rs. 250—10—300—15—450—25—500 for this category. The minimum and maximum of the scale proposed here are the same as those of Superintendents in Secretariat, but a longer time-scale has been suggested, as this category is filled largely by direct recruitment, and they do not have the same prospects of promotion. We feel that these posts should in future be filled up as far as possible only by promotion or by transfer of Stenographers already in service in other departments of Government, and that direct recruitment should be made only if qualified personnel cannot be secured through promotion or transfer.

10. There are three posts of Assistant Secretaries on Rs. 400—50/2—700 in this department. The Secretary, Madras Legislature, has stated that their salary should be at least the same as that of the Assistant Secretaries to Government, if the posts is to attract the right type of men, since five years' practice in the bar has been prescribed for direct recruits. Prior to 1924, there were no posts of Assistant Secretaries in the Legislature Secretariat. In 1924, in order to provide the Council with an officer of gazetted-status in the temporary absence of the Secretary during the sittings of the Council, one of the posts of Superintendents was upgraded to that of Assistant Secretary but without any increase in pay. Subsequently the scale of the post was fixed at Rs. 350—30—500, which was a lower scale when compared to the scale of Rs. 500—800 for Assistant Secretaries to Government then in force. The scale was revised subsequently twice, and finally in 1953 the scale was revised as Rs. 400—50/2—700. We feel that in future the posts may advantageously be filled by transfer from the cadre of District Munsifs in the Judicial Department who may be paid a special pay of Rs. 100 in addition to their grade pay. For others, we recommend that the same revised scale as proposed for Assistant Secretaries to Government may be adopted.

11. In the next higher category, there are two posts of Deputy Secretaries on Rs. 550—50/2—900. The Secretary, Madras Legislature, has recommended that they may be equated with Deputy Secretaries to Government. Here, too, we feel that the posts may be filled by transfer from the cadre of Subordinate Judges who may be paid a special pay of Rs. 200 in addition to their grade pay. For others, we recommend that the revised scale proposed for Deputy Secretaries to Government (non-I.A.S.) may be adopted.

12. The Secretary who is the Head of the Department is on a scale of Rs. 800—50—1,000—60—1,300—50—1,800 which corresponds to the existing senior time-scale of the I.A.S. cadre. It has been urged that this post should be equated to that of Secretary to Government, Law Department, and allowed a revised scale of Rs. 1,400—100/2—1,800. As we have generally not proposed any increase in emoluments for posts at this level, we recommend that the existing incumbent may be allowed as at present the revised senior time-scale of the I.A.S. cadre. We feel that in future the post can be filled by transfer from the cadre of District and Sessions Judges, who may be paid a special pay of Rs. 250 in addition to grade pay.

CHAPTER XII.

MADRAS PUBLIC SERVICE COMMISSION.

1. Under Article 318 of the Constitution of India, the Government of the State may, by regulations, determine the number of members of the Public Service Commission and their conditions of service and make provision with respect to the number of members of the staff of the Commission and their conditions of service. Under the powers conferred by the above Article, the Madras Government have framed "the Madras Public Service Commission Regulations, 1954". In pursuance of these regulations, the Governor appoints the Chairman and two other members who constitute the Commission. Their pay and conditions of service are laid down in the regulations mentioned above and are thus outside our purview. The Madras Public Service Commission Regulations also empower the Commission to appoint a Secretary and an Assistant Secretary to the Commission with the previous approval of the Governor. The staff to be employed in addition to the Secretary and the Assistant Secretary and the scales of pay to be adopted for them are laid down in Annexure II of the Regulations. The conditions of service of the members of the staff of the Commission are the same as those prescribed by the State Government for other Government employees. We therefore confine our recommendations to the staff of the Commission.

2. The details of staff employed in the office of the Commission and their scales of pay are indicated below :—

Serial number and name of post. (1)	Number of posts. (2)	Scale of pay. (3) RS.
1 Peons	27	18—1—25.
2 Duffadar	1	22—1—30.
3 Attenders	2	24—1—35.
4 Typists and Steno-typists	11	45—3—60—2—90 plus special pay.
5 Lower Division Clerks	66	45—3—60—2—90.
6 Accountant	1	80—125.
7 Upper Division Clerks	15	80—125.
8 Superintendents	12	140—10—240—20—400.
9 Assistant Secretaries	2	500—50/2—750.
10 Deputy Secretary	1	500—50/2—750 with special pay Rs. 100.
11 Secretary	1	800—100/2—1,200.

Of the staff listed above, categories 1 to 7 are common to all departments and the scales of pay recommended by us elsewhere for these posts will apply here. The revision of the scales of pay of the remaining posts is examined below.

3. The Superintendents in the office of the Commission are on a scale of Rs. 140—10—240—20—400, an anomalous scale which combines the scales of Superintendents in the offices of Heads of Departments and that of Superintendents in the Secretariat. Keeping this special feature in view, we recommend a revised scale of Rs. 180—10—300—25—500 for the Superintendents in the office of the Commission.

4. The scale of pay of Assistant Secretaries in the office of the Commission is Rs. 500—50/2—750, while Assistant Secretaries in the Secretariat are allowed a scale of Rs. 475—75/2—700 only. We do not see any special reason for allowing the Assistant Secretaries to the Commission a scale higher than that of Assistant Secretaries to Government. We therefore recommend a revised scale of Rs. 550—40—750—50—800 for these posts to be on a par with that of Assistant Secretaries to Government.

5. At present the Deputy Secretary to the Commission draws the same scale of pay as Assistant Secretaries to the Commission and in addition a special pay of Rs. 100 per mensem. We recommend that this arrangement may be continued.

6. The post of Secretary to the Commission is on a scale of Rs. 800—100/2—1,200 and as we have generally not proposed any increase for posts at this level, we propose a revised scale of Rs. 900—50—1,200 providing only for the merger of dearness allowance with pay, and annual instead of biennial increment.

CHAPTER XIII.

AGRICULTURE DEPARTMENT.

1. The Director of Agriculture is the Head of the Agriculture Department. He is assisted by the Dean of the Agricultural College and Research Institute and Ex-officio Additional Director of Agriculture, who is in charge of agricultural education and the direction and co-ordination of agricultural research. The Director of Agriculture is also assisted by five Joint Directors who are in charge respectively of (i) Inspection, (ii) Planning and Development, (iii) State Seed Farms, (iv) Extension Service and (v) Agricultural Engineering. The three main wings of the Department are (i) the Extension Wing, (ii) the Research Wing and (iii) the Engineering Wing.

2. The table below shows the different categories of posts in the department, their present strength and scales of pay :—

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2) RS.	(3)
<i>I. Categories of staff in common with other departments.</i>		
1 Peons	18-1-25	390
2 Duffadars	22-1-30	
3 Attenders	24-1-35	
4 Jeep Drivers	35-1-45	45
5 Lorry and Bus Drivers	40-1-50	34
6 Typists	45-3-60-2-90 plus Rs. 10 special pay.	142
7 Steno-typists	45-3-60-2-90 plus Rs. 35 special pay.	13
8 Lower Division Clerks	45-3-60-2-90	661
9 Upper Division Clerks	80-5-110 80-5-110-3-125	263
10 Head Clerks	115-5-140	
11 Junior Superintendents	140-5-190	52
12 Stores Superintendents	140-5-190	3
13 Senior Superintendents	190-10-240	8
14 Manager	250-10-300	1
15 Assistant Librarian	80-3-95-5-110	1
16 Junior Steward	80-5-110	1
17 Senior Steward	140-5-190	1
18 Nursing Orderly	19-½(A)-25	1
19 Sanitary Inspector	60-3-90-EB-4-130	1
20 Artists	90-3-120	16
21 Draughtsmen, Grade III	70-2-90-3-120	8
22 Draughtsman, Grade I	150-5-180	1
23 Tracers	35-1-55	2
24 Photographer	90-3-120	..
25 Computer	80-5-110	1
<i>II. Categories special to the department.</i>		
<i>A. Extension and Research Wing.</i>		
26 Insectory Attendants	24-1-30	40
27 Demonstration Maistris, Grade II	20-1-30	1,077
28 Demonstration Maistris, Grade I	30-1-40	44
29 Fieldmen, Grade II	45-2-55-1-60	484
30 Fieldmen, Grade I	60-2-70-1-80	27
31 Fieldmen, Selection Grade	80-5-110-EB-5-130	4
32 Veterinary Compounder	35-1-60	1
33 Store-keepers, Grade II	35-2-65	34
34 Store-keepers, Grade I	60-4-100	12
35 Museum Curator	45-2-65-1-75	1
36 Compost Development Inspectors	80-5-110	81
37 Librarian	140-250	1
38 Upper Subordinates	135-5-170-10-270	893
39 Assistant Lecturer in Animal Husbandry	150-300	1
40 District Agricultural Officers	230-30/2-260-40/2-500-50/2-700.	46
41 Curator, Government Botanical Gardens, Ootacamund.	230-30/2-260-40/2-500-50/2-700.	1
42 Assistant Crop Specialists, Assistant Research Officers, Superintendents of Agricultural Research Station and Lecturers in Agricultural College.	230-30/2-260-40/2-500-50/2-700.	68

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
<i>Rs.</i>		
II. Categories special to the department—cont.		
A. Extension and Research Wing—cont.		
43 Lecturer in Animal Husbandry	260—40/2—700	1
44 Administrative Officers	260—30/2—380—40/2—500 ..	3
45 Personal Assistant to the Director of Agriculture.	300—50/2—700 plus Rs. 50 special pay.	1
46 Junior Accounts Officers	300—50/2—500	3
47 Accounts Officer	500—35—850	1
48 Deputy Director of Agriculture, State Marketing Officer, etc.	420—40/2—500—50/2—750 ..	7
49 Professor of Agriculture	420—40/2—500—50/2—750 ..	1
50 Crop Specialists and Agricultural Research Officers.	420—40/2—500—50/2—750 ..	13
51 Readers in the Post-Graduate Research Institute.	420—40/2—500—50/2—750 ..	4
52 Professor in Animal Husbandry	420—700	1
53 Professors in the Post-Graduate Research Institute.	600—75/2—900	3
54 Joint Directors	} 800—100/2—1,000	6
55 Principal, Agricultural College		
56 Dean and Additional Director of Agriculture Post-Graduate Research Institute, Coimbatore.	1,200—100—1,400	1
B. Engineering Wing.		
57 Agricultural Engineering Supervisors	100—250	61
58 Agricultural Engineering Supervisor (Electrical).	100—250	1
59 Supervisors	100—5—150—10—250	16
60 Blasting Supervisors	100—5—150—10—250	6
61 Drill Supervisors	120—5—180	2
62 Inspectors of Power Drills	100—5—150	2
63 Technical Assistant	150—10—250	1
64 Assistant Agricultural Engineers	260—30/2—380—40/2—500 ..	20
65 Assistant Directors (Drilling)	260—30/2—380—40/2—500 ..	3
66 Deputy Director (Drilling)	420—30/2—600—50/2—700 ..	1
67 General Superintendent, Industrial Engineering Workshop.	420—30/2—600—50/2—700 ..	1
68 Professor of Agricultural Engineering, Agricultural College and Research Institute.	500—850	1

A. EXTENSION AND RESEARCH WING.

3. The Demonstration Maistry is the last link in the chain of agricultural administration. He arranges for the supply of the ryots' requirements such as improved seed, fodder, green manure seeds, insecticides, implements, etc. He advises the farmers on the scientific methods of cultivation and demonstrates the use of labour saving implements. He attends to the planting of green leaf yielding trees in vacant sites, field bunds, etc., and also supervises the planting, roguing, harvesting and threshing of seed farm plots.

4. At present there are two grades of Demonstration Maistries with 1,077 posts in Grade II and 44 posts in Grade I on a scale of pay of Rs. 20—1—30 and Rs. 30—1—40 respectively. It has been represented to the Commission that the chances of promotion for Demonstration Maistries, Grade II, are not adequate as there are only 44 posts in Grade I as against 1,077 posts in Grade II, and that at least 100 posts of Demonstration Maistries in Grade II should be converted into Grade I posts. It has also been represented that the existing percentage of reservation in the category of Fieldmen, Grade II, for promotion from among Demonstration Maistries should be enhanced from 20 to 40.

5. The view has been expressed that with the introduction of the Community Development Scheme in Blocks, the Grama Sevaks should be the last link in the extension service of the Agriculture Department and that all instruction in improved methods of farming, etc., should be imparted through them. The whole State will be covered with Blocks by 1963. Even so, the Demonstration Maistries may be required to assist the Grama Sevaks in regard to all routine work. We therefore consider that this category cannot be abolished altogether now or in the near future.

6. Our general policy is to simplify the existing grades as far as possible and provide a running scale. But in regard to Demonstration Maistries, however, it is desirable to keep a few posts in Grade I as an incentive for good work. The Director of Agriculture has recommended that at least 100 additional posts of Demonstration Maistries, Grade II, may be upgraded to Grade I. But we consider it sufficient for the present to recommend an increase in the present number of Grade I posts to 100. The resulting position would be 100 posts in Grade I, and 1,021 posts in Grade II. The number of Grade I posts will be 10 per cent of the total number of Grade II posts and this will be a substantial improvement on the existing position. As regards scale of pay, we feel that it would suffice if Demonstration Maistries, Grade II, are allowed the same revised scale as Peons as they are drawn from the same strata of society and their qualifications and mental equipments are comparable. For Demonstration Maistries, Grade I, we recommend a revised scale of pay of Rs. 65—1—75 thus keeping up the existing differential between the two grades.

7. The next higher category is that of Agricultural Fieldman. He is responsible for the introduction of improved methods of agriculture. At present there are three grades of Fieldmen, viz., Fieldmen, Selection Grade (4 posts on Rs. 80—5—110—EB—5—130), Fieldmen, Grade I (27 posts on Rs. 60—2—70—1—80) and Fieldmen, Grade II (484 posts on Rs. 45—2—55—1—60). The Fieldmen Association has requested that the existing three grades may be combined and placed on an unified scale of Rs. 45—3—90—EB—6—150. The place of Fieldmen, *vis a vis* the Grama Sevaks in the Agricultural Extension programme is yet to be satisfactorily settled. The Grama Sevaks, though multipurpose workers, undergo a course of training for 2 years in which the main emphasis is on agriculture. The Grama Sevaks will, therefore, progressively replace Fieldmen as extension workers and the Fieldmen may be needed only for special posts in State Seed Farms, Agricultural Research Stations and possibly also Agricultural Depots. But pending a decision on the continuance of the posts of Fieldmen in the Community Development Blocks, the Director has suggested that the existing set-up may be continued and that the number of posts may be increased from 4 to 10 in the selection grade and from 27 to 200 in Grade I. We agree with the Director that the prospects of Fieldmen should be improved, but consider that it would be adequate if only two grades of Fieldmen are recognised, Grade I and Grade II, the present selection grade being merged in Grade I. Provision may be made for 50 posts in Grade I, so as to enlarge the opportunities of promotion for Grade II. As regards scales of pay, the initial pay of Fieldmen, Grade II, should be comparable to that of Lower Division Clerks and Grama Sevaks, as the same basic educational qualifications have been prescribed for all these posts. At the same time the maximum pay of Fieldmen, Grade I, should not be more than that of Grama Sevaks, Grade II, as the latter undergo a longer course of training and attend to the same work as Fieldmen. With reference to these considerations, we recommend a revised scale of Rs. 90—3—105—4—125 for Fieldmen, Grade II and Rs. 110—3—140 for Fieldmen, Grade I.

8. Above the Agricultural Fieldmen, there are Upper Subordinates, whose work is of crucial importance. It is the quality of recruitment at this level that will determine the efficiency of the Department as a whole, as most of the higher posts are filled by promotion from among them. It is in recognition of the importance of the work entrusted to Upper Subordinates that Government revised their scale of pay in May, 1958, to Rs. 135—5—170—10—270. The Director has brought to our notice that there has been an exodus of qualified personnel from his department and that the recent improvement in scales of pay has not wholly arrested this tendency. The Association of Upper Subordinate Officers of the Agriculture Department has pleaded for a considerable improvement in their present emoluments consistently with the importance of their work and has proposed a revised scale of Rs. 200—15—350. The Agricultural Administration Committee (Chairman: Raja Surendra Singh of Nalagarh) which examined the set

up of the Agriculture Departments in different States has also expressed the view that the present low scales of pay do not attract talent to the Agriculture Department. It has also observed that the principal among the handicaps with which the Agricultural Services are suffering from is the low scales of pay. It is a well-known fact that the scales of pay of the Agricultural Services are much less as compared with those of the general administrative services and even of other technical services such as Engineering, Medical, Education, etc. Since the last World War especially, students who fail to secure admission to the Medical, Engineering or Science Colleges, as a last resort turn to Agricultural Colleges. Among the students admitted to the Agricultural Colleges there may be a few who have passed in higher Divisions, the remainder are generally third divisioners. It is obvious therefore, that strong Agriculture Departments cannot be built up with third class human material. Agricultural workers all over the country feel that only lip sympathy is being paid to agriculture, which has not received sufficient importance. The Committee is of the opinion that there is a strong need for planning and distribution of national intellect and talent.* We agree with the general approach of this Committee to this problem, and feel that in view of the important contribution which Agricultural Scientists can make to the solution of the food problem, their emoluments and conditions of service should be improved considerably. We are, however, unable to endorse fully the observation of the Agricultural Administration Committee that "for deciding the scales of pay, the length of training required after Matriculation should not be the only criterion, as subsequent prospects for promotion and prosperity are also important considerations." We feel that the length of training is an important factor to be taken into account in determining the initial pay of a post. The course in B.Sc. (Agriculture) being shorter than Engineering or Veterinary Courses, a lower initial pay for Agricultural Graduates cannot be considered unfair. In their evidence before us, the Agricultural Upper Subordinates have specifically pressed for parity with Veterinary Assistant Surgeons. We have carefully considered this claim for parity, and are of the view that a lower initial pay than the Veterinary Assistant Surgeon's will suffice in the case of Agricultural Upper Subordinates in view of the shorter duration of the Agricultural Course. Likewise, some difference at the maximum has also to be maintained between Agricultural Upper Subordinates and Veterinary Assistant Surgeons, as promotions are somewhat slower in the Veterinary Department. We therefore feel that in relation to the scales proposed by us for Veterinary Assistant Surgeons, a revised scale of Rs. 200—10—250—15—400 for Agricultural Upper Subordinates will be adequate. We also recommend that Upper Subordinates with M.Sc. Degree may be allowed two advance increments in the proposed scale.

9. The District Agricultural Officers are the next higher grade of officers and they supervise the work of Upper Subordinates. Till recently, the jurisdiction of a District Agricultural Officer extended over the whole of a Revenue District but due to the expansion of activities of the department, all districts, except the Nilgiris and Kanyakumari, have been bifurcated while Tanjore has as many as four District Agricultural Officers. The posts of Curator, Government Botanical Gardens, Ootacamund, Assistant Crop Specialist, Assistant Research Officers, Superintendent, Agricultural Research Stations and Lecturers in Agricultural College have also been graded with District Agricultural Officers. The District Agricultural Officers are now on a scale of Rs. 230—30/2—260—40/2—500—50/2—700 and it has been urged before us that adequate recognition has not been given to the important work in which they are engaged. The initial pay of the District Agricultural Officers was not raised, as would normally be expected, when the maximum of the Agricultural Subordinates was raised to Rs. 270. Keeping in view the revised scale proposed for Agricultural Subordinates, we suggest a revised scale of pay of Rs. 375—25—800 for District Agricultural Officers and other technical posts that have been graded with them. It may appear that in proposing this scale we have given a larger order of increase to District Agricultural Officers than for other officers like Deputy Registrar of Co-operative Societies who are now on the same scale of pay. This large increase has been proposed deliberately, because the work of the District Agricultural Officers is technical, while that of Deputy Registrars of Co-operative Societies and others on the same scale is not so. Further, the maximum of the non-gazetted grades from which promotions are made to gazetted posts in other departments like Co-operation is much lower than that of Agricultural Demonstrators, and in this view also a higher initial pay for District Agricultural Officers is necessary and will be justified.

10. Next in the hierarchy are the Deputy Directors of Agriculture on Rs. 420—40/2—500—50/2—750. The posts of State Marketing Officers, Professor of Agriculture, Crop Specialist, Agricultural Research Officer and Readers in the Post-Graduate Research Institute have all been equated to Deputy Directors of Agriculture. The present scale of Deputy Directors overlaps that of District Agricultural Officers to a considerable extent. While some overlapping in scales is permissible and in fact desirable, it will be unrealistic to have unduly overlapping scales as in practice, every promotee will, on promotion, have to be given a higher initial pay in the scale prescribed for the higher post. The prescribed

scale will cease to have any significance, if almost every promotee is to be given a higher starting pay. The logical course in such circumstances will be to recast the scale itself so as to provide for a higher initial pay. In view of the revised scale proposed by us for the District Agricultural Officers, the initial pay of Deputy Directors of Agriculture has therefore to be raised. Even otherwise, Deputy Directors and other comparable officers like Crop Specialists are now engaged in work of vital importance, and consistently with our general principle of giving technical personnel the recognition that is overdue, we feel that the present emoluments of Deputy Directors of Agriculture have to be stepped up. As the Joint Indo-American Team on Agricultural Research and Education has observed, "the disparity between salaries of scientists or teachers in agriculture and administrative posts is unrealistic and results in a downgrading of scientific stature in India. Research and education are creative forces that provide new wealth for the country both through the development of material goods and the enrichment of an enlightened population. The ablest minds trained in Indian Colleges and Universities should be channelled into this highly productive technical research and education activity. This does not happen in the present circumstances, wherein the greatest opportunities for personal welfare lie in the acquisition of a position in the Government Administrative Services. A disproportionate share of India's intellectual competence is thus decanted off in the administrative field. While such services are important, it is unfortunate that the differences in salary and financial opportunity is such that many of those who might be more interested in following a scientific or technical professional career are lost to the field" (cited in the Report of the Agricultural Administrative Committee). We generally agree with these views and bearing in mind the spirit in which these observations have been made, we propose for the Deputy Directors of Agriculture a revised scale of Rs. 600—30—900.

11. Above the Deputy Directors there are five posts of Joint Directors and the post of Principal, Agricultural College, has also been graded with them. They are now on a scale of Rs. 800—100/2—1,000. We do not consider any change to be necessary at this level, and propose a revised scale of Rs. 900—50—1,100 providing only for the merger of dearness allowance with pay, and annual instead of biennial increment.

12. The posts of Dean and Additional Director of Agriculture are on a scale of Rs. 1,200—100—1,400. As we have not proposed an annual increment of more than Rs. 50 for any post, we suggest that the post of Dean and Additional Director of Agriculture may also be placed on a revised scale of Rs. 1,200—50—1,400, the present incumbents being however, protected.

13. The post of Director of Agriculture is now held by an I.A.S. Officer, and we are not accordingly making any recommendations in regard to the scale of this post.

B. ENGINEERING WING.

14. Agricultural engineering activities in the districts form an important part of the work of the Agriculture Department. Hiring of tractors, bull dozers, oil engines and electric motors, servicing of tractors and oil engines, sinking of filter point tube wells and river pumping schemes are the main activities of this branch. All these activities are under the immediate control of Agricultural Engineering Supervisors. There are 78 posts of Agricultural Engineering Supervisors in the department on Rs. 100—5—150—10—250 (engineering graduates being started on Rs. 150). The present scale of pay and the qualifications prescribed for the posts correspond to those of Supervisors in the Public Works Department. We therefore recommend that the scale of pay proposed for the Supervisors in the Public Works Department may be adopted for these posts also.

15. The Madras Agricultural Engineering Supervisors' Association has represented that two years' practical experience (one year's apprenticeship and one year's practical experience in a workshop) is at present being insisted on as condition for regularisation of the appointment of Supervisors and that the Supervisors are not allowed any increment until they acquire the practical experience. It has also been represented that sufficient facilities are not available for acquiring this practical experience while in service, and that even the service put in by the Supervisors in Government Workshops is not recognised as practical experience for purposes of regularisation of appointment and for allowing increments. It is further pointed out that the Supervisors holding appointments even under emergency provisions in the Public Works Department have been allowed increments. We consider that these grievances of the Agricultural Engineering Supervisors are real and should be redressed. It will be unduly harsh to deny the Supervisors regularisation of their services for lack of practical experience in a workshop, if they have otherwise demonstrated their suitability for the posts of Agricultural Engineering Supervisors, by long and satisfactory service. We therefore urge that early action may be taken for the regularisation of the services of Agricultural Engineering Supervisors continuing on a temporary basis for a long time, and that credit should be given for such temporary service in determining the dates of regularisation. They may also be allowed increments during emergency appointments as in the case of Supervisors in the Public Works Department.

16. It has also been represented to us that the prospects of promotion for Agricultural Engineering Supervisors are not as bright as in the case of Supervisors in the Public Works Department. This is apparently because there are not enough posts in the higher categories in the Engineering Branch in Agriculture Department. As against 78 posts of Agricultural Engineering Supervisors, there are only 20 posts of Assistant Agricultural Engineers. Even here, not all the 20 posts of Assistant Engineers are reserved for promotion from among Supervisors, and the rules contemplate direct recruitment as well as transfer from the category of Assistant Directors of Industries and Commerce. The only effective and satisfactory remedy for the present state of affairs will be to reconstitute the Agricultural Engineering Branch as part of a bigger Department like the Public Works Department or even Industries Department which employs engineering personnel on a large scale. But we understand that such integration is not administratively feasible or desirable, as the agricultural engineering wing has to work in close liaison with the extension wing of the Agriculture Department. In the circumstances we suggest that all the posts of Assistant Agricultural Engineers may be reserved exclusively for promotion from among the Agricultural Engineering Supervisors in the department. Many of the Assistant Agricultural Engineers are fairly young and therefore even with the acceptance of our recommendation, there may not be a regular flow of promotions. The Government may therefore ask the Director of Agriculture to examine whether a judicious policy of sparing a few Assistant Agricultural Engineers for parallel or higher posts in Industries and other Departments of the State Government as well as for posts under the Government of India should not be followed for some time to come, so as to afford the Agricultural Engineering Supervisors some opportunities for promotion.

17. At present there are 20 posts of Assistant Agricultural Engineers on a scale of pay of Rs. 260—30/2—380—40/2—500. The Head of the Department has recommended that 40 per cent of the posts may be designated as "Special Grade" and given a higher scale of pay of Rs. 400—700. It will be inexpedient to recognise a special grade of Assistant Engineers in this Department when there is no such grade in other departments like Public Works Department. The existing scale of pay of the Assistant Agricultural Engineers is the same as that of Assistant Engineers in the Public Works Department, and we recommend that the revised scale proposed for the Assistant Engineers in the Public Works Department may be adopted in this Department also.

18. The Pumping and Boring Branch was recently transferred from the Industries to the Agriculture Department. There are three Assistant Directors (Drilling) in charge of this branch. They are now on the same scale of pay as Assistant Agricultural Engineers. We recommend that the revised scale proposed for Assistant Agricultural Engineers, viz., Rs. 350—25—650, may be allowed for these posts also.

19. Above the Assistant Directors (Drilling) is a Deputy Director (Drilling). In addition there is a General Superintendent of the grade of Deputy Director (Drilling) in charge of the Industrial Engineering Workshop at Washermanpet. They are now on the same scale of pay as Deputy Director of Industries and Commerce. For the latter posts we have recommended a scale of pay of Rs. 600—30—900, and we recommend that the same scale may be adopted for the posts of Deputy Director (Drilling) and General Superintendent, Industrial Engineering Workshop.

20. There is a professor of Agricultural Engineering in the Agricultural College and Research Institute, Coimbatore, in the grade of an Executive Engineer (Ordinary Grade) in the Public Works Department. We recommend that the revised scale proposed by us for Executive Engineers (Ordinary Grade) in the Public Works Department may be adopted for this post also.

21. The scales of pay of the various classes of workers in the Workshops under the control of this department have been dealt with elsewhere along with those of other "Industrial employees". The revised scales of all other isolated posts, or posts of minor importance have been set out in Part IV.

CHAPTER XIV.

ANIMAL HUSBANDRY DEPARTMENT.

1. The Animal Husbandry Department formerly known as the "Veterinary Department" which was originally set up with the limited objective of controlling cattle diseases, has with the diversification of its activities particularly under the stimulus of the First and Second Five-Year Plans, grown into one of the biggest development departments of the Government, with a staff of 104 gazetted officers and 2,027 other employees. The department is now concerned not merely with the provision of veterinary relief but also veterinary

education and research and livestock and poultry development. The strength and the scales of pay of the different categories of posts in the department are set out in the statement below :—

Serial number and name of post.					Existing scale of pay.			Number of posts.
(1)					(2)			(3)
					RS.			
1	Peons	..	..	..	18—1—25	..	..	273
2	Duffadar	..	..	..	22—1—30	..	..	1
3	Typists	..	..	..	45—3—60—2—90	..	..	50
4	Steno-typists	..	..	..	45—3—60—2—90	..	..	4
5	Typist-cum-Clerks	..	..	..	45—3—60—2—90	..	..	2
6	Lower Division Clerks	..	..	..	45—3—60—2—90	..	..	79
7	Store-keepers	..	..	..	45—3—60—2—90	..	..	9
8	Upper Division Clerks (Grade II)	..	..	..	80—5—110	..	..	43
9	Upper Division Clerks (Grade I)	..	..	..	80—5—110—3—125	..	..	24
10	Office Managers	..	..	..	115—5—140	..	..	3
11	Junior Superintendents	..	..	..	140—5—190	..	..	8
12	Senior Superintendent	..	..	..	190—10—240	..	..	1
13	Attenders	..	..	..	24—1—35	..	..	101
14	Van and Tractor Drivers	..	..	..	35—1—45/40—1—50	..	..	50
15	Computer	..	..	..	80—3—95—5—110	..	..	1
16	Commercial Accountant	..	..	..	80—5—110—3—125	..	..	1
17	Senior Computer	..	..	..	100—5—175	..	..	1
18	Fieldmen	..	..	..	45—2—55—1—60	..	..	33
19	Agricultural Farm Manager	..	..	..	135—5—170—10—270	..	..	8
20	Physical Director, Madras Veterinary College	..	..	..	100—5—140—10—190	..	..	1
21	Demonstrators, Madras Veterinary College	..	..	..	80—5—120—10—140	..	..	6
22	Weaver Assistant	..	..	..	35—2—45	..	..	1
23	Weaver	..	..	..	45—3—60	..	..	1
24	Designer	..	..	..	75—5—150	..	..	1
25	Refrigerator Mechanic, Veterinary Institute, Ranipet.	..	..	..	120—5—200	..	..	1
26	Foreman, Hosur Cattle Farm	..	..	..	120—5—180	..	..	1
27	Radiographer, Madras Veterinary College	..	..	..	70—5—100	..	..	1
28	Cleaner	..	..	..	15—1—20	..	..	7
29	Flockmen	..	..	..	35—1—50	..	..	8
30	Junior Flockmen	..	..	..	20— $\frac{1}{2}$ —30	..	..	7
31	Senior Flockmen	..	..	..	25— $\frac{1}{2}$ —35	..	..	7
32	Carpenters	..	..	..	35—1—45	..	..	3
33	Maistries	..	..	..	40—1—45	..	..	17
34	Counters	..	..	..	35—1—45	..	..	7
35	Laboratory Assistants	..	..	..	50—3—65—2—75	..	..	9
36	Boilerman	..	..	..	35—2—55—1—60	..	..	1
37	Electrician	..	..	..	45—2—65	..	..	1
38	Vaccinators	..	..	..	40—2—60	..	..	2
39	Master-Flayer, Flaying School, Madras Veterinary College.	..	..	..	60—3—90	..	..	1
40	Librarian, Madras Veterinary College	..	..	..	100—5—150	..	..	1
41	Mechanic, Madras Veterinary College	..	..	..	40—1—45	..	..	1
42	Mechanic, Ranipet	..	..	..	55—3—85	..	..	1
43	Mechanic, Hosur	..	..	..	60—3—120	..	..	1
44	Artists and Photographer	..	..	..	90—3—120	..	..	4
45	Dairy Assistants	..	..	..	120—5—200—10—250	..	..	2
46	Supervisors	..	..	..	120—5—200—10—250	..	..	17
47	Veterinary Compounders	..	..	..	35—1—60	..	..	96
48	Stockmen (Community Development and National Extension Service).	..	..	..	60—3—105	..	..	493

Serial number and name of post.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
49 Livestock Inspectors	90—3—120—4—160	128
50 Veterinary Assistant Surgeons	150—5—200—10—300	404
51 Accounts Officer	300—50/2—500	1
52 Personal Assistant to the Director	300—50/2—700	1
53 Lecturer in Agriculture, Madras Veterinary College.	230—30/2—260—40/2—500—50/2—700.	1
54 District Veterinary Officers, Research Officers, Lecturers, Superintendents of Research Stations, Livestock Farm, etc.	260—40/2—700	68
55 Professors and Readers for Veterinary Colleges.	420—40/2—700	14
56 Professors (Post-Graduate Course)	600—75/2—900	13
57 Deputy Directors, Principal, Veterinary College, Superintendent of Preventive Medicine Institute, Ranipet, etc.	800—100/2—1,000	5
58 Director of Animal Husbandry	1,200—100/2—1,400	1

Of these categories 1 to 14 are common to all departments and their scales of pay have been indicated elsewhere. We examine below in detail the scales of pay of the more important categories of staff special to this department.

2. The Veterinary Compounders attached to the Veterinary Institutions, besides generally assisting the Assistant Surgeons in discharge of their duties attend to dispensing of medicines and dressing of minor cases. The duties of Stockmen Compounders are also similar, but they in addition visit the villages and attend to castration and inoculation of bulls. We understand that recruitment to the category of Veterinary Compounders has been stopped for a long time now; likewise, the Stockmen Compounders' Course has also been abolished with the introduction of the Stockmen Course and many of the Stockmen Compounders are being absorbed in the cadre of Stockmen, after a further course of training in the dispensaries. For this vanishing race of Veterinary and Stockmen Compounders whose general educational qualification is only a pass in IV Form, we consider that a revised scale of pay of Rs. 80—2—100 would be suitable.

3. The next higher category is that of Stockmen, a class which was brought into existence in 1955 to aid and supplement the efforts of the more qualified, but limited, cadre of Veterinary Assistant Surgeons in the spheres of veterinary relief and livestock development in rural areas. The circumstances which necessitated the creation of the cadre of Stockmen, namely, dearth of qualified Veterinary Assistant Surgeons, still continue as can be realised from the fact that many Stockmen hold the post of Extension Officers (Animal Husbandry) in the Community Development Blocks which should normally be held only by Veterinary Assistant Surgeons. The qualification prescribed for Stockmen is a pass in the S.S.L.C. examination followed by theoretical and practical training for eleven months of which eight months are to be spent in a Livestock Research Station and three months at the Madras Veterinary College. This course is intended for turning out in a short period a cadre of technical personnel with an elementary knowledge of Veterinary Science and intensive training in animal husbandry with a view to provide assistance to the Veterinary Assistant Surgeons in their day-to-day field work. As the general educational qualification of Stockmen is the same as that prescribed for Lower Division Clerks, and as they have in addition to undergo a special course of training, they would be entitled to a higher initial pay than Lower Division Clerks. At the same time, their initial pay should be lower than that of Upper Division Clerks who are either graduates, if directly recruited, or Lower Division Clerks with generally not less than five years of experience, if they are promotees. The maximum pay of the Stockmen has to be fixed with due regard to the consideration that they have virtually no prospects of promotion. We therefore suggest a revised scale of Rs. 100—4—120—3—150 for Stockmen.

4. Better qualified than the Stockmen are the Veterinary and Livestock Inspectors, who are Diploma holders in Animal Husbandry having undergone training for two years after obtaining their S.S.L.C. This diploma course in Animal Husbandry has been discontinued since 1953 and the cadre strength of the Livestock Inspectors which now stands at 128, is not therefore likely to increase. These Diploma holders are expected to be in charge of minor Veterinary Dispensaries, First Aid Centres, etc., and in addition they attend to castration of bulls, inspection of breeding bulls and other miscellaneous field work. They were originally allowed only a scale of Rs. 60—3—120; but when the Stockmen Course was introduced and the Stockmen were placed on a scale of Rs. 60—3—105, the Livestock Inspectors demanded an improvement of their scale as they had undergone training for two years, as against less than one year prescribed in the case of Stockmen. The existing scale of pay of Rs. 90—3—120—4—160 was accordingly sanctioned in 1956. Many of the

Veterinary Livestock Inspectors are now working as Extension Officers for Animal Husbandry in the Community Development Blocks, and the Association of Veterinary and Livestock Inspectors has urged that they should therefore be placed on the same scale as other Extension Officers at the Block level. The request for parity with other Extension Officers is clearly unsustainable, as the different technical Extension Officers have scales appropriate to their qualifications and the technical cadres from which they are drawn, and no conscious attempt at ensuring uniform scales of pay for all Extension Officers has at any time, been made. But having regard to the order of increase proposed by us for Stockmen, and keeping in view the fact that they are technically better qualified than the Stockmen, we suggest a revised scale of Rs. 140—5—220 for this category. The present time-scale running for 20 years will be abridged to 16 years and the higher rate of increment now proposed should help the existing incumbents. We had occasion to point out earlier that the Stockmen had no prospects of promotion and a suggestion has been made that a selection grade of Stockmen should therefore be created. Though we are generally against the creation of selection grade posts, we are impressed with the need for providing some opportunities for advancement for Stockmen as many of them are now attending to the work originally proposed to be entrusted to a better qualified class of technical personnel such as Veterinary Livestock Inspectors. There will be no direct recruitment hereafter to the posts of Veterinary and Livestock Inspectors as the diploma course has been discontinued, and the sanctioned strength of this cadre will register a steady decline. We suggest that the cadre of Veterinary and Livestock Inspectors should be kept at its present strength, and if need be suitably increased, and to the vacancies arising hereafter in the posts of Veterinary and Livestock Inspectors, Stockmen may be promoted. The posts of Veterinary and Livestock Inspectors will thus in effect become selection grade posts for Stockmen and provide an avenue of promotion to deserving Stockmen.

5. We believe that with the coverage of the entire State with the Community Development Programme, the need for Veterinary and Livestock personnel will rise sharply; apart from the setting up of more veterinary institutions in response to popular demand, each block will need an Extension Officer for Animal Husbandry. We feel that with the existing facilities for the training of Veterinary Graduates, it will not be possible to man all the posts of Extension Officers for Animal Husbandry with Veterinary Assistant Surgeons. In any case, for the type of work which an Extension Officer has to do, perhaps an agency less technically qualified and therefore less costly would suffice. We discussed with the Director of Animal Husbandry the desirability of reviving the two-year diploma course in Animal Husbandry. The Director is against the revival of the diploma course as he feels that there should not be any lowering of the standards of veterinary education. While the expert advice of the Director is entitled to all respect, we feel that a more realistic attitude in regard to the manpower requirements of the department in the context of the Third Five-Year Plan is clearly needed. Though all the posts of Extension Officers for Animal Husbandry are expected to be held by Veterinary Graduates, most of them are now in fact being held only by Veterinary Livestock Inspectors, who are diploma holders and some even by Stockmen, who have had only eleven months' training. With the progressive increase in the number of blocks, the staffing position will become even more unsatisfactory. Further, while a Veterinary Assistant Surgeon may be needed for a Veterinary dispensary or hospital, it will perhaps be a waste of their highly specialised professional training to entrust them with extension work which consists merely in the dissemination of information in regard to proper feeding and management of cattle, early diagnosis of cattle diseases and the provision of first-aid, etc. We therefore consider that there is *prima facie* a need for the revival of the two-year diploma course in Animal Husbandry, and that these diploma holders could progressively replace the Stockmen as Extension Officers in Animal Husbandry. The Additional Development Commissioner, who was present at our discussions with the Director of Animal Husbandry was inclined to agree with us and we would remit for further detailed consideration our suggestion that a two-year diploma course in Animal Husbandry may be instituted.

6. The Veterinary Assistant Surgeons constitute the back-bone of the department. It is the quality of recruits at this level that would ultimately determine the efficiency of the department as a whole, for all the higher posts of the department are largely filled by promotion from this class. The general revision of scales of pay in 1921 recognised two distinct categories, viz., Veterinary Inspectors and Veterinary Assistants who were allowed a scale of Rs. 150—5—200 and Rs. 60—4—120 respectively. On the recommendation of the Agricultural Reorganization and Retrenchment Committee of 1922-23 the grade of Veterinary Inspectors was abolished, and a selection grade in the cadre of Veterinary Assistants was instead created with a view to compensate the Veterinary Assistants for loss of prospects. In 1947 the two grades were abolished and a unified scale of Rs. 120—5—200—10—250 was instituted for all Veterinary Assistant Surgeons. Meanwhile a degree course (Bachelor of Veterinary Science) had been started in 1945 and the B.V.Sc. Graduates were allowed an initial pay of Rs. 140 in the scale of Rs. 120—5—200—10—250. With the

expansion of the department, it was felt that the prospects of Veterinary Graduates should be made more attractive and the scale for Veterinary Assistant Surgeons was therefore improved in 1955 to Rs. 150—5—200—10—300 and persons with higher qualifications than B.V.Sc. are now allowed an initial pay of Rs. 160.

7. It has been forcefully impressed on us, both by the Director of Animal Husbandry and the Madras Veterinary Association, that the Veterinary course extending over four years and one term is difficult and arduous and is comparable to the Medical course. They fear that the profession is not now attracting the better type of students and have therefore urged that the scales of pay and other conditions of service of Veterinarians should be improved to the same level as that of the medical profession. In supporting the demands of the veterinary staff for parity with medical personnel, the Director has stressed that his department is not merely attending to the work of treatment and control of disease like the Medical Department, but is also engaged in the prevention of spread of diseases like the Public Health Department. We agree that the Animal Husbandry Department has an important part to play in the improvement of national wealth and that the emoluments of the technical personnel of the department should be improved consistently with their importance in a welfare State. We also agree that the Veterinary course should be rendered attractive enough for the better class of students seeking to enter professional colleges. But the demand for parity with medical personnel has to be rejected as impracticable in the present circumstances. The medical course is longer than the veterinary course, and there is a more pronounced shortage of medical personnel than of Veterinarians; a shortage which, from the point of view of Government, is aggravated by the fact that for the medical men, there is, in the present circumstances, a definite choice open between private practice and Government service. The scales of pay of medical personnel have therefore to be necessarily fixed at a level higher than that of the veterinary staff. We however concede that there is need for improving the quality of students seeking admission to the veterinary course and for assuring a reasonable increase in their emoluments to the existing incumbents. We feel that an initial pay of Rs. 225 which is the same as that proposed by us for Junior Engineers will suffice for Veterinary Assistant Surgeons. At the same time, as the pace of promotions in the Animal Husbandry Department is not as rapid as in the Public Works Department, a higher maximum than that proposed for Junior Engineers would appear to be necessary for Veterinary Assistant Surgeons. Taking all these factors into account, we consider that a revised scale of Rs. 225—10—275—15—425 would be appropriate for this class of Government servants.

8. We have observed in the last paragraph that the prospects of promotion for Veterinary Assistant Surgeons are somewhat limited. The number of gazetted posts in the department is in itself not inadequate. But the prospects of promotion for Veterinary Assistant Surgeons are seriously circumscribed on account of what may be termed 'Compartmentalisation' of posts in higher categories. The Veterinary Assistant Surgeons in the general line can look forward to only eighteen posts of District Veterinary Officers; the other gazetted posts of the department require either a post-graduate degree or a special course of training over and above the B.V.Sc. degree. The Director has pointed out to us that at present most of the Veterinary Assistant Surgeons, are, on account of financial difficulties, not able to acquire a post-graduate degree or undergo any other special course of training, and suggested that the Veterinary Assistant Surgeons should be deputed for such specialised training at Government cost. We would commend this suggestion for favourable consideration by Government. Even if this suggestion is found unacceptable on financial or other grounds, the Government may at least institute scholarships for the post-graduate courses in the Madras Veterinary College or elsewhere, so that a larger number of Veterinary Assistant Surgeons in service could be encouraged to enroll themselves for such courses.

9. The District Veterinary Officers who are the next higher category in the set up of the department, are now on a scale of Rs. 260—40/2—700. Having regard to the proposed enhancement of the scales of pay of the Veterinary Assistant Surgeons, we suggest for the District Veterinary Officers a revised scale of Rs. 375—25—800 a scale which would assure them parity with Deputy Collectors. Under our proposals the present twenty-two-year scale will be shortened to seventeen years, and this should confer a substantial benefit on the promotees most of whom do not now reach the maximum before retirement. The scale proposed for District Veterinary Officers will also apply to Lecturers, Superintendents of Research Stations and Livestock Farm and Research Officers who are even now on the same scale as District Veterinary Officers. A separate scale of Rs. 300—30/2—360—40/2—600—50/2—700 has now been prescribed for officers with F.R.C.V.S. or M.R.C.V.S. qualification. While we concede the need for a higher initial pay for persons with higher qualifications, we feel there is no need to evolve a special scale of pay for persons with higher qualifications, but doing practically the same work. It would suffice if persons with higher qualifications are allowed an advance increment in the general scale of Rs. 375—25—800.

10. The Professors and Readers of the Veterinary College are now on the same scale as Deputy Directors of Agriculture, Deputy Directors of Fisheries, etc. With reference to the scales proposed by us for these categories, we suggest that Professors and Readers of Veterinary Colleges may also be placed on the scale of Rs. 600—30—900.

11. With the upgrading of the Madras Veterinary College into a regional institute of Post-graduate education, the Government have created posts of Professors on a scale of Rs. 600—75/2—900 in departments of Animal Nutrition, Animal Genetics, Pathology, Anatomy, Physiology, Pharmacology, Medicine and Surgery. This scale corresponds to that of Professors of the Research section in the Post-graduate Institute of the Agricultural College, Coimbatore. For these thirteen posts of Professors for the Post-Graduate courses, we suggest a revised scale of Rs. 700—40—900—50—1,000.

12. We have generally taken the view that even in technical departments there should generally be no increase in emoluments beyond a particular level. Consistently with this view, we suggest the following scales of pay for some of the higher posts in the departments :—

Deputy Directors, Principal, Madras Veterinary College, Superintendent of Institute of Veterinary Preventive Medicine, Ranipet—Rs. 900—50—1,100.

13. It was urged before us, that the scale of pay of the Director of Animal Husbandry should be improved consistently with the increase in his responsibilities as a result of the expansion of the department. But the present scale of pay of the Director of Animal Husbandry is the same as that of Director of Agriculture, Registrar of Co-operative Societies, etc., and we do not therefore consider any improvement in the scale of the Director of Animal Husbandry, to be necessary. The revised scale for the Director of Animal Husbandry may accordingly be Rs. 1,200—50—1,400.

We examine below the scale of pay of some of the miscellaneous posts in the department.

14. *Computors and Commercial Accountants.*—Computors and Commercial Accountants are now on the same scale as that applicable to the two categories of Upper Division Clerks. Their qualifications are also comparable to that prescribed for Upper Division Clerks, and we, therefore, suggest for these categories a revised scale of Rs. 125—15—175.

15. *Dairy Assistants and Supervisors.*—The scale prescribed for these categories in 1947, viz., Rs. 120—5—200—10—250 was the same as that allowed to Veterinary Assistant Surgeons at that time. Later while the scale of Veterinary Assistant Surgeons was raised in 1956 the scale of pay of Dairy Assistants was left unaltered. The qualifications prescribed for Dairy Assistants and Supervisors are definitely less than those prescribed for Veterinary Assistant Surgeons. The Dairy Assistants are only S.S.L.Cs. who have undergone a course of training for two years in the Dairy Research Institute. Their initial pay has therefore to be fixed at a level comparable to that allowed for other technical diploma holders; at the same time, the maximum has to be fixed at a higher level than at present to compensate for the limited opportunities for promotion. Having regard to these considerations, we recommend a scale of Rs. 150—5—175—10—225—15—300 for this category. Under the present rules, Veterinary Graduates when recruited as Dairy Assistants and Supervisors are allowed a higher initial pay. In view of the improvement in the scales of Veterinary Assistant Surgeons proposed by us, Veterinary Graduates cannot any longer be expected to take up the posts of Dairy Assistants and the present provision for higher initial pay for B.V.Ses. in the scale of Dairy Assistants will, therefore, become inoperative in practice and may be deleted.

16. The revised scales of pay for the other less important posts in the department have been indicated in Part IV.

CHAPTER XV.

BOARD OF REVENUE (REVENUE DEPARTMENT).

1. The duties of the Revenue Department are far wider than the name signifies, and it is in fact the general administration department of the Government. It comes in contact in its operations with almost every other department of Government and seeks in some measure to co-ordinate their activities in the field.

2. The Board of Revenue, as a collective body, not merely exercises general superintendence over the Revenue Department, but is also responsible for other branches of administration like Civil Supplies, Food Production, Commercial Taxes, Excise, Agricultural Income-tax, Settlement of Estates and Transport. We have dealt separately with the staff of Commercial Taxes, Transport, Agricultural Income-tax and Excise

Departments. In this chapter, we deal with the staff of the Land Revenue, Civil Supplies and Food Production Departments which are under the control of the Board of Revenue. The following statement shows the existing strength and the scales of pay of the several categories of staff, both at headquarters and in the field of the Land Revenue, Civil Supplies and Food Production Branches of the Board of Revenue :—

Serial number and designation.						Existing scale of pay.				Number of posts.	
(1)						(2)				(3)	
						RS.					
I. Categories of staff in common with other departments.											
A. Non-Gazetted.											
1	Peons	..	..	..	..	18—1—25	..	..	..	..	4,411
2	Lascars	..	..	..	..	18—1—25	..	..	..	..	228
3	Duffadars	..	..	..	..	22—1—30	..	..	..	..	2
4	Attenders	..	..	..	..	24—1—35	..	..	..	..	536
5	Jeep Drivers	..	..	..	..	35—1—45	..	..	..	..	51
6	Truck and Pick-up Van Drivers	..	..	..	..	40—1—50	..	..	..	..	14
7	Lorry Driver-cum-Mechanics	..	..	..	..	40—1—50	..	..	..	..	2
8	Typists and Steno-typists	..	..	..	..	45—3—60—2—90 plus special pay.	..	..	..	..	443
9	Lower Division Clerks	..	..	..	..	45—3—60—2—90	..	..	..	..	4,374
10	Upper Division Clerks	..	..	..	..	80—5—110; 80—5—110—3—125.	..	..	..	..	1,486
11	Junior Superintendents	..	..	..	..	140—5—190	..	..	..	..	30
12	Senior Superintendents, Grade II	..	..	..	..	190—10—240	..	..	..	..	30
13	Do. Grade I	..	..	..	..	250—10—300	..	..	..	..	9
14	Divisional Accountants	..	..	..	..	130—10—250—15—355	..	..	..	..	5
15	Tracers	..	..	..	..	35—1—55	..	..	..	..	30
16	Draughtsmen, Grade III	..	..	..	..	70—2—90—3—120	..	..	..	..	44
17	Do. Grade II	..	..	..	..	120—5—150	..	..	..	..	20
18	Draughtsman, Grade I	..	..	..	..	150—5—180	..	..	..	..	1
19	Junior Engineers	..	..	..	..	150—10—250	..	..	..	..	172
20	Cleaner	..	..	..	..	15—1—25	..	..	..	..	1
21	Air-compressor and Petrol Engine Driver	..	..	..	..	45—3—75	..	..	..	..	1
22	Assistant Drillers	..	..	..	..	60—2—70—EB—2—80	..	..	..	..	4
23	Drillers	..	..	..	..	80—2—90—EB—2—100	..	..	..	..	3
24	Drill Supervisor	..	..	..	..	120—5—180	..	..	..	..	1
25	Borewell Supervisors	..	..	..	..	100—5—150—10—250	..	..	..	..	5
26	Borewell Mechanics	..	..	..	..	90—3—120	..	..	..	..	34
27	Health Inspectors	..	..	..	..	60—3—90—4—130	..	..	..	..	14
B. Gazetted.											
28	Assistant Engineers	..	..	..	..	260—30/2—380—40/2—500	..	..	..	..	47
29	Executive Engineers	..	..	..	..	500—50/2—850	..	..	..	..	8
30	Superintending Engineer	..	..	..	..	1,000—100/2—1,200	..	..	..	..	1
31	Accounts Officer	..	..	..	..	300—50/2—700	..	..	..	..	1
II. Categories of staff special to the department.											
A. Non-Gazetted.											
32	Gollahs	..	..	..	..	18—1—25	..	..	..	..	10
33	Jamedar	..	..	..	..	25—1—30	..	..	..	..	1
34	Sergeant	..	..	..	..	30—2—50	..	..	..	..	1
35	Karnams, Grade II	..	..	..	..	30—1—45	..	..	..	..	11
36	Do. Grade I	..	..	..	..	40—3—55—1—65	..	..	..	..	10
37	Shroffs	..	..	..	..	30—1—45	..	..	..	..	199
38	Villagemen	..	..	..	..	25—1—35	..	Kanyakumari district.			150
39	Village Officers	..	..	..	..	35—80	..				76
40	Village Assistants	..	..	..	..	30—1—60	..				98
41	Copyists	..	..	..	..	30—1—60	..				9

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
II. Categories of staff special to the department—cont.		
A. Non-Gazetted—cont.		
42 Excise Guards	30— $\frac{1}{2}$ —40	93
43 Laboratory Assistants, Grade III	80—4—140	4
44 Laboratory Assistant, Grade II	140—10—200	1
45 Do. Grade I	200—10—300	1
46 Treasurers.. .. .	40—120	4
47 Upper Division Clerks, Grade IV	90	3
48 Do. Grade III	95	3
49 Do. Grade II	100	4
50 Do. Grade I	105	3
51 Marketing Assistants	100—200	13
52 Treasurers	110 (fixed)	6
53 Head Clerks	110 (fixed)	4
54 Second Accountants	110 (fixed)	40
55 Huzur Second Clerks	110 (fixed)	94
56 Taluk Head Accountants	115—5—140	94
57 Head Clerks, Revenue Divisional Officer's office.	115—5—140	24
58 Magisterial Head Clerks	115—5—140 .. .. .	..
59 Superintendents of Fair-copy Section in Collectors' offices.	115—5—140	13
60 Huzur Head Accountant	150—5—175	1
61 Superintendents in Settlement Parties	150—5—175	21
62 Deputy Tahsildars	150—5—200	297
63 Huzur Head Clerks	150—5—200	
64 Tahsildars	200—10—300	134
65 Huzur Serishtadars	200—10—300	
B. Gazetted.		
66 Assistant Entomologists	230—700	2
67 Deputy Collectors including Treasury Deputy Collectors.	300—50/2—700	134
68 Assistant Secretaries	300—50/2—700 plus Rs. 50 special pay.	3
69 Assistant Secretaries (Civil Supplies)	300—50/2—700	2
70 First Assistant	400 (fixed)	1
71 Secretary and Additional Secretaries	I.A.S. cadre	2
72 Sub-Collectors	Do. Supertime-scale posts in I.C.S. cadre.	1
73 District Collectors		
74 Third Member		
75 Second Member		
76 First Member .. .. .	.. .. .	1

3. Of the staff listed above categories 1 to 31 are common to all departments and our recommendations in respect of them will be found elsewhere. Among the special categories the posts of Village Assistants, Village Officers, Copyists and Villagemen are found only in the Kanyakumari district and we examine the scales of pay of these posts along with other posts transferred from the Travancore-Cochin State in the chapter relating to the staff of Kanyakumari district.

4. One of the special features of the Revenue Department is that it draws its executive personnel largely from the ranks of the ministerial staff, who thus have much better prospects of advancement than the staff in any other department of the Government. There is no direct recruitment above the level of the Lower Division Clerks and below that of the Deputy Collectors in the Revenue Department except for a very limited direct

recruitment of Probationary Revenue Inspectors. This arrangement by which all subordinate executive posts are filled by promotion from the ranks of clerks has no doubt had its own advantages in the past, as the executive posts were filled by men with considerable detailed knowledge of the work of the department; it has also perhaps helped to attract to the department candidates of higher standards than would otherwise have been possible. But in view of the increase in the activities of the State in recent years, the Revenue Department has not only expanded considerably but has also been obliged to spare its personnel for service in new departments like Community Development, etc. The expansion of the department, more particularly the increase in posts in higher grades, has cast considerable strain on the staff position of the department and there has been a serious depletion of qualified personnel in the lower and middle rungs of the department in view of accelerated promotions. The increase in the number of executive posts of the department has clearly created a situation in which recruitment by promotion from the Lower Division alone can no longer be considered satisfactory. We have also had occasion to notice that the number of persons with high qualifications such as a University degree entering the department in the clerical grades has declined in recent years. All these factors clearly underline the need for some measure of direct recruitment of persons with higher qualifications, such as a University degree, at a level above that of the Lower Division Clerks so that the higher executive posts of the department can eventually be manned in a larger measure by persons better qualified than the ordinary Lower Division Clerks.

5. The Board of Revenue has considered this problem and has proposed that the scheme of recruitment of Probationary Revenue Inspectors might be given up, and that in its place a scheme of direct recruitment of Upper Division Clerks might be introduced. It has suggested that such direct recruitment might be made at the rate of two clerks every year for each district except Kanyakumari, the Nilgiris and Madras and at the rate of one clerk per year for the districts of Kanyakumari and the Nilgiris and at the rate of one Upper Division Clerk in every alternative year for Madras district. These directly recruited Upper Division Clerks are to be given training for two years on the lines of the present course of training for Probationary Revenue Inspectors, and thereafter they should be appointed regularly as Upper Division Clerks in the various Revenue offices. On completion of two years' service as Upper Division Clerks, and on their passing the departmental tests, they should be eligible for inclusion in the Deputy Tahsildars' list, subject to the condition that they should take their chances along with the rest of the ministerial staff and should not be entitled to any preferential consideration. We commend this scheme proposed by the Board, and urge that it may be implemented early in the interests of maintaining the traditional standards of efficiency of the Revenue Department. We, however, consider that the scale of direct recruitment suggested by the Board is a little conservative and may not fully meet the needs of the situation, and therefore suggest that direct recruitment to the cadre of Upper Division Clerks might be made up to one-third of the total number of permanent vacancies in the district subject however to a minimum of at least two candidates for each district except the districts of Kanyakumari, the Nilgiris and Madras. In determining the scale of direct recruitment, not merely permanent posts but also temporary posts that have been in existence for over five years may be taken into account.

6. Keeping in view the long-term prospects of the integration of Revenue and Community Development Departments, we suggest that these directly recruited Upper Division Clerks may also be given suitable training in development work during their period of training.

7. The Board has also urged that a general administration department like the Revenue Department needs ministerial staff of higher standards than a technical department, where most of the important work will be done by the technical personnel. It has, therefore, stressed that the opportunities for promotion to the ministerial staff in a general administration department should be somewhat better than other departments, and in this view has urged that the proportion of Upper Division Clerks to Lower Division Clerks in the Revenue Department should be stepped up and a proper proportion of Upper Division to Lower Division posts maintained in the Revenue offices at all levels—taluk, division and district. We agree with the Board of Revenue, and recommend that, as a first step, the proposals of the District Revenue Administration Enquiry Committee which had urged the maintenance of a proportion of 1:3 between Upper and Lower Division posts be implemented.

8. Much of the work now being attended to by the Revenue Department in its capacity as the general administration department is progressively devolving on the Community Development Organization, and this process will be further accelerated with the formation of Panchayat Unions and the entrustment of more powers to them in pursuance of the policy of democratic decentralization. This development lends urgency to the formulation of measures, long overdue, for the integration of the personnel of the Revenue Department and the personnel of the Community Development Department. We have discussed this issue with the Members of the Board of Revenue and the Development Commissioner

separately, and in the light of such discussions, we have indicated in the chapter on Community Development Department the lines on which such integration of the general administration and Community Development personnel could be effected.

9. With these preliminary observations, we examine at some length the scales of pay of the more important categories special to the Revenue Department.

10. Among the staff of the Revenue Department, we find a number of posts above the level of the Upper Division Clerks and below that of the Deputy Tahsildars. Of these, the Head Clerks, Second Accountants, Huzur Second Clerks and Treasurers are now on a fixed pay of Rs. 110 per mensem. All these posts carry a certain measure of supervisory responsibility and we feel that the present fixed pay system is not calculated to get the best out of these staff and that they should also be given the benefit of a regular incremental scale. In this view, and with due regard to the responsibilities attached to the posts, we recommend a revised scale of Rs. 150—5—200 for these posts.

11. In the same group are also found categories such as Taluk Head Accountants, Head Clerks of Divisional offices, Magisterial Head Clerks and Superintendents of Fair Copy Section in the Collector's offices who are all now on a scale of Rs. 115—5—140. In the general revision of scales of pay in 1947, the Taluk Head Accountants were allowed a fixed pay of Rs. 115 per mensem, and the Head Clerks of the Revenue Divisional offices were placed on a fixed pay of Rs. 110. In 1951, the Board pointed out that the fixed pay did not provide an adequate incentive to Taluk Head Accountants for efficient discharge of their responsibilities and pleaded for an incremental scale. In pursuance of this proposal of the Board of Revenue, the Government revised the scale of pay of the Taluk Head Accountants as Rs. 115—5—140 in April 1954. Later, on the recommendation of the District Revenue Administration Enquiry Committee, the same scale was extended to other categories such as Head Clerks of Revenue Divisional offices, Magisterial Head Clerks and Superintendents, Fair Copy Section of the Collectors' offices. Having regard to the scale proposed by us for Upper Division Clerks from which these categories are filled by promotion, we suggest a revised scale of Rs. 150—5—200 for all these posts.

12. The Huzur Head Accountants supervise the work of the Accountants in the Huzur Treasuries. It has been represented to us, and we agree, that the responsibilities attached to these posts are comparable to those of Headquarters Deputy Tahsildars. In this view, we recommend a revised scale of pay of Rs. 200—5—240—10—270. In proposing this scale, we have also been influenced by the need to minimise the number of scales intermediate between the Deputy Tahsildars and categories such as Taluk Head Accountants and Divisional Office Head Clerks. It is necessary also to add here that the posts of Head Accountants as well as other posts in the Treasuries and Sub-Treasuries will eventually have to be incorporated in the State Audit and Accounts Service envisaged by us.

13. The Deputy Tahsildars constitute the next higher category in the department. Of these, some are independent Deputy Tahsildars in charge of taluks which comprise mainly of estates or zamindari areas. There are also dependent Deputy Tahsildars in charge of sub-taluks, and these latter function as Executive Revenue Officers and deal with all subjects relating to Revenue Administration except certain important subjects like Land Acquisition, Irrigation, Rural Water-supply, etc., which are attended to direct by the Tahsildars. The Headquarters Deputy Tahsildar functions as Personal Assistant to the Tahsildar and assists him in the maintenance of discipline in the Taluk office. Besides, the Government have sanctioned a number of posts of Deputy Tahsildars for special items of work such as disbursement of loans, elections, etc. Keeping in view the general order of increase proposed by us for posts at comparable levels in other departments, we consider that a scale of Rs. 200—5—240—10—270 would be appropriate for the Deputy Tahsildars. This scale would assure to them some increase both at the minimum and the maximum, and besides give them the benefit of a higher rate of increment in the later stages of their service. In this connection, the Board has pointed out that while in recent years the number of posts of Deputy Tahsildars has increased significantly, there has not been a corresponding increase in the number of posts of Tahsildars. The Board, therefore, apprehends that some measure of stagnation may set in among the Deputy Tahsildars and that a higher maximum than at present should be assured to them. The Board suggested that a maximum of Rs. 250 as against the existing maximum of Rs. 200 should be proposed for the Deputy Tahsildars. We have carefully considered the suggestion of the Board of Revenue and feel that there is, as yet, no reason to apprehend serious stagnation at the level of the Deputy Tahsildars. There are 134 posts of Tahsildars as against 297 posts of Deputy Tahsildars. The prospects of promotion as disclosed by these figures cannot be considered to be dim and in fact they compare favourably with other departments. Further, Deputy Tahsildars are being selected in increasing numbers as Block Development Officers on the same scale of pay as Tahsildars. We therefore consider that the revised scale proposed by us for the Deputy Tahsildars is fair and adequate.

14. The Tahsildars are the chief executive Revenue Officers at the Taluk level. They are an important class of officers and, in fact, form the backbone of the District Revenue Administration. The Government of Andhra Pradesh have recently gazetted the posts of Tahsildars and have also raised their scale of pay to the level of the Superintendents of the Secretariat. We have already discussed at some length the question of parity between Secretariat staff and staff outside and have indicated the reasons for the Secretariat staff being given higher scales of pay than comparable grades of staff outside. The higher maximum pay allowed to Superintendents in the Secretariat is perhaps also a reflection of the comparatively poorer prospects of promotion at this level in the Secretariat as compared with the prospects open to executive officers such as Tahsildars. There is therefore no case for allowing the Tahsildars the same scale as Superintendents of the Secretariat. A revised scale of pay of Rs. 250—15—400 will be adequate. We have also carefully considered whether there is need for gazetetting the posts of Tahsildars. The cadre of Tahsildars is now organized on a District basis and this arrangement has ensured that the revenue and general administration problems would be dealt with at the taluk level by men with considerable local knowledge. It is this local knowledge which has in fact made the Tahsildar the lynchpin of the revenue and general administrative machinery of the State. A gazetted cadre cannot obviously be organized on a district basis. The gazetetting of these posts will also mean that only the State Government can make first appointments to the cadre and take disciplinary action against them. This will be contrary to the current trends of administration which are in the direction of decentralisation and delegation of powers to Heads of Departments and District officers. It should also be remembered that the present non-Gazetted status of the Tahsildars has not, in any way, impaired their prestige and influence in their respective charges. We therefore consider that there is no great administrative advantage in gazetetting the posts of Tahsildars. Further, it should be remembered that in future, the responsibilities of the Tahsildars may be considerably attenuated with the devolution of greater powers to the Panchayat Unions and Block Development Officers in their capacity as ex-Officio Commissioners of Panchayat Unions. The gazetetting of Tahsildars would therefore be inappropriate at this stage.

15. The posts of Deputy Collectors have always been considered to be key posts, as they are not merely the gazetted assistants of Collectors and their representatives in their respective charges, but are also drafted for any special items of work needing general administrative experience and knowledge. The bulk of recruitment by promotion to the Indian Administrative Service is also made from the ranks of Deputy Collectors. The Madras Civil Services (Executive Branch) Association has invited the attention of the Commission to the responsibilities shouldered by the Madras Civil Service and the consistently high standards of efficiency maintained by the service, and has urged that the scale of pay for the Deputy Collectors should be the same as the junior scale of the Indian Administrative Service with suitable modifications. The recruitment to the All India Services (I.A.S. and I.P.S.) is made with a view to man senior posts under the State and Central Governments. The junior scale of the I.A.S. and other Central Services is not a full career scale and has always been recognized to be so. We may also add that the Second Central Pay Commission has recently proposed the unification of the junior and senior time-scale of the Central Services into one continuous scale. The scale of pay of Deputy Collectors cannot, therefore, be fixed with reference to the junior scale of the Indian Administrative Service. The 1920-21 scales of pay were generally admitted at that time to be favourable to the officers of the State Services, and it is significant that even in 1920-21 the scale fixed for the Deputy Collectors was much lower than the junior scale of the Indian Civil Service. Further as we have observed elsewhere, the scales of pay of general administrative cadres such as Deputy Collectors cannot be seriously out of alignment with those of development and technical services such as Agriculture, Animal Husbandry, etc. It will therefore be a retrograde step to raise the scale of pay of Deputy Collectors to the level suggested by the Association at a time when technical services have been asking, generally for valid reasons, for parity with the Deputy Collectors. We consider that the present scale of pay of the Deputy Collectors is adequate and fair in relation to the responsibilities shouldered by them and recommend a revised scale of pay of Rs. 375—25—800 providing for the merger of dearness allowance with pay and replacement of biennial by annual increments.

16. The Madras Civil Service (Executive Branch) Association has also urged that a fair percentage of posts in the cadre of Deputy Collectors may be placed on a selection grade on Rs. 700—50—900. The Commission also understands that a proposal for the creation of four such selection grade posts on a fixed pay of Rs. 800 was recently considered. The proposal for the creation of selection grade Deputy Collectors appears to have been put forward with a view to provide an incentive to those Deputy Collectors who may not secure promotion to the Indian Administrative Service either because they do not have a University degree or because they have not completed 8 years' service as required under the rules of recruitment by promotion to the Indian Administrative Service. The creation of selection grade posts in any particular cadre would be justified only if the prospects of promotion open to the

personnel in that cadre are limited, and there are a large number of officers stagnating at the maximum of the scale. The present scale of Deputy Collectors extends over sixteen years, and as a Deputy Collector is eligible to be considered for promotion to the Indian Administrative Service on completion of eight years of service, no Deputy Collector fit for promotion is likely to stagnate at the maximum. Selection grade posts would in these circumstances become largely "consolation prizes" for those who are considered unfit for shouldering higher responsibilities. We are aware that the insistence of a University Degree may in some cases cause some hardship, but would point out that the present maximum of the Deputy Collectors should normally be good enough for a man who does not have a Degree; in respect of an officer of outstanding ability, however, the Government could always move for relaxation of the rules regarding educational qualifications. We are aware too that in the present circumstances many of the Deputy Collectors retire before they complete eight years of service and become eligible for promotion to the I.A.S. The remedy for this is not the creation of selection grade posts, but accelerated promotions for outstanding officers in lower grades. The average age of promotion to the ranks of Deputy Collectors is about forty-seven. There is very little direct recruitment above the level of the Lower Division Clerks in the Revenue Department and an employee has to work his way up through four levels before he can secure promotion to the ranks of Deputy Collectors. The direct recruitment proposed by us at the level of the Upper Division Clerks would be a corrective to this state of affairs, and the average age of promotion to the level of Deputy Collectors, may in future register a significant decline. In the circumstances, we do not recommend the creation of a selection grade for Deputy Collectors.

17. It has been brought to our notice that the present eight-year limit for promotion to the Administrative Service causes hardship to the promoted Deputy Collectors as there is considerable delay in the regularization of the appointments of Deputy Collectors, and the service after such regularization alone is taken into account in the determination of the eight-year limit for purpose of promotion. The delay in regularization of appointments also affects the retirement benefits of the officers. On the information placed before us, we find that this grievance is genuine and we suggest that the Government should frame in consultation with the Board of Revenue, concrete proposals for avoiding delays in the regularization of appointments of Deputy Collectors. We also consider that the limit of eight years, service fixed for promotion to the Administrative Service may be determined with reference to the date of first appointment as Deputy Collectors in all cases except those in which the first appointment was purely of a short term or of an emergency nature.

18. It has also been pressed before us that Deputy Collectors selected for inclusion in the Administrative Service, but kept in the waiting list for want of vacancies, should be preferred for appointment to the posts of Deputy Secretaries in the Secretariat. We consider that any such general provision would in effect amount to increasing the quota of promotion to the Indian Administrative Service reserved for Deputy Collectors. Even otherwise, the vacancies arising in the Secretariat, for which officers of the Administrative Service are not available, should normally be filled by personnel serving in the Secretariat, and no preference can be shown to the Deputy Collectors in the I.A.S. waiting list. It is possible however to visualize a situation in which a senior duty post in the I.A.S. cadre outside the Secretariat may fall vacant at a time when the quota fixed for promotion of Deputy Collectors to the I.A.S. is already full. In such circumstances, if it is not possible to fill the senior duty post with other I.A.S. officers, Deputy Collectors in the waiting list for promotion to the I.A.S. may be temporarily posted, pending their regular promotion to the I.A.S. on the occurrence of vacancies in the promotion quota.

19. We examine below the scales of pay of some of the important posts in the office of the Board of Revenue.

The posts of Assistant Secretaries to the Board of Revenue have been included in the cadre of Deputy Collectors and the revised scale recommended by us for Deputy Collectors may be applied to these posts also.

20. The post of First Assistant is now on a fixed pay of Rs. 400 and this arrangement is evidently advantageous to men who secure promotion at an advanced stage of their career. In view of this, we recommend a fixed pay of Rs. 500 for this post.

21. The posts of Sub-Collectors and Collectors in the mufassal and the posts of Secretary and Additional Secretary in the Board of Revenue are all borne on Indian Administrative Service cadre and we are not therefore making any recommendations in regard to the scales of pay of these posts.

22. The Board of Revenue has urged that its office now functions virtually as a subordinate Secretariat as it is consulted on all important matters of administration and that therefore the scales of pay of the Ministerial Staff and particularly those of Superintendents should be comparable to those in the Secretariat. It may not be administratively expedient to distinguish the office of the Board of Revenue from those of other Heads of Departments

and allow the staff of the Board of Revenue alone parity with Secretariat staff. We have recommended elsewhere the unification of the posts of Junior and Senior Superintendents into a combined scale of Rs. 180—5—200—10—300 and this running scale will materially improve the emoluments of the Superintendents of the Board of Revenue. There are also now Senior Superintendents, Grade I, on Rs. 250—10—300 and for these Senior Superintendents who may hereafter be re-designated as "Superintendents, Selection Grade", we recommend a revised scale of Rs. 325—15—400. While the Government cannot obviously allow different scales of pay for the staff in the Board of Revenue and for those in the offices of other Heads of Departments, we suggest that in recognition of the undoubtedly important work being attended to by the ministerial staff of the Board of Revenue, the proportion of posts of Superintendents (Selection Grade) should be somewhat higher in the office of the Board of Revenue than in other offices. The Members of the Board of Revenue themselves suggest that at least one-third of the posts of Superintendents should be on the selection grade. We agree with them and suggest that one-third of the total number of posts of Superintendents in the office of the Board of Revenue should be placed on a scale of Rs. 325—15—400.

23. In the interests of maintaining the efficiency of the staff in its office, the Board has also suggested that there may be only two grades of Superintendents in the Board of Revenue (Land Revenue Branch) comparable with Deputy Tahsildars and Tahsildars in the districts and that 60 per cent of the vacancies may be filled up by transfer from the District Revenue Establishment and the rest by promotion from the Board's office establishment. It has also been proposed in the alternative, that instead of such transfer, clerks may be taken temporarily on deputation to the Board's office from the districts with a suitable deputation allowance.

24. Under our proposals, there will be only two grades of Superintendents and the scales proposed by us for the Superintendents and Superintendents (Selection Grade) will facilitate the interchange of personnel between the Board's office and the District Revenue Establishment. Deputy Tahsildars can be easily fitted into the scale proposed by us for Superintendents (ordinary grade) on Rs. 180—5—200—10—300 and Senior Tahsildars can be fitted in the scale of special Superintendents on Rs. 325—15—400. We agree that it may be desirable to bring into the office of the Board of Revenue persons with field experience at the level of the Junior Superintendents and Senior Superintendents. But such deputation should however be kept to the minimum, as it is necessary to maintain adequate incentives for good work on the part of the ministerial staff in the Board's office; we do not also see any special advantages in taking people from mufassal at the level of Upper Division Clerks, as these latter would not have acquired any considerable field experience particularly in these days of accelerated promotions. The reservation of anything of the order of 60 per cent of the posts in the two grades of Superintendents may unduly encroach on the prospects of promotion of the ministerial staff of the Board's office may thus in the long run only aggravate the present difficulties in attracting suitable personnel at the level of Lower Division Clerks and Upper Division Clerks. Even otherwise, we are not sure whether transfer to the posts of Superintendents of a large number of Deputy Tahsildars and Tahsildars who by training and equipment are suited for executive, rather than secretarial, work is a step in the right direction. Further the office of the Board of Revenue is now organised on the same lines as the Secretariat, and under the present arrangements while the higher gazetted posts are held on tenure by officers with field experience, the lower posts are all held by personnel, not liable to transfer, who can thus provide an element of continuity and tradition in the disposal of business. The present suggestions of the Board of Revenue represents a break with this hoary practice and we feel that any arrangement in which most of the supervisory posts in lower grades also are held by men on deputation cannot make for administrative efficiency. We are therefore of the view that the drafting of employees from mufassal to the Board's office should be limited and should not be on a large scale. Persons in the grade of Deputy Tahsildars and Tahsildars thus brought to the Board's office may be given either the Superintendent's scale or their grade pay and in addition a special pay of Rs. 25 on the analogy of the special pay given to Managers in the office of the Registrar of Co-operative Societies.

CHAPTER XVI.

COMMUNITY DEVELOPMENT DEPARTMENT.

1. The Community Development Programme inaugurated in 1952 aims at an all-round improvement of the social and economic life of the villages. The programme is based on the belief that rural problems cannot be dealt with in isolation from one another and that there should be a co-ordinated attempt at tackling those problems. The Community Development

Programme seeks to provide for such co-ordinated approach to rural problems by setting up, at a level close to the people, an extension organisation representing the different development departments under an Administrative Officer. The block is generally a unit of 100 villages with a population of 66,000 and at this level, a comprehensive rural development programme is implemented with the assistance of a number of Extension Officers drawn from different Technical departments such as Agriculture, Animal Husbandry, Co-operation, Industries, Panchayats, etc., under the general direction and guidance of a Block Development Officer.

2. From the inception it has been recognised that if the Community Development Programme is to be successful it should become a "people's programme," and it should be implemented with a large measure of people's participation. Such participation of the people was hitherto provided for by the appointment at the block level of a non-official Advisory Committee. It has been felt that such purely advisory bodies at the block level may not by themselves evoke sufficient popular enthusiasm for the programme and the recent Madras Panchayat Act has accordingly provided for the formation of a Panchayat Union in each block consisting of representatives of all Panchayats in the block and the Community Development Programme is to be entrusted to the Panchayat Union Councils for execution. The Block Development Officer will be the Ex-officio Commissioner of the Panchayat Union and the services of the different Extension Officers at the block level will be available to the Panchayat Union for the implementation of the programme. The magnitude and multipurpose character of the Community Development Programme are fully reflected in the following statement showing the different categories of staff employed in the department, their strength and scales of pay :—

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
1 Peons	18—1—25	772
2 Attender	24—1—35	1
3 Jeep Drivers	35—1—45	183
4 Typists including Steno-typists	45—3—60—2—90 plus special pay.	211
5 Lower Division Clerks	45—3—60—2—90	179
6 Upper Division Clerks	80—5—110	187
7 Accountants-cum-Storekeepers	80—5—110 plus Rs. 10 special pay.	171
8 Junior Superintendent	140—5—190	1
9 Works Assistants	40—2—60	5
10 Gramasevaks, Grade II	45—3—60—5—90	1,356
11 Gramasevikas	45—3—60—5—90	342
12 Gramasevaks, Grade I	80—5—110	513
13 Blacksmith	60—3—90	1
14 Carpenters	60—3—90	2
15 Stockmen (Veterinary)	60—3—105	204
16 Instructors in Public Health	60—3—90—4—130 plus Rs. 25 special pay.	7
17 Potter	70—2—90	1
18 Workshop Mechanics	75 (fixed)	5
19 Cinema Operators	80—2—100	44
20 Film Operators	80—2—100	2
21 Yoga Instructor	90—3—120	1
22 Extension Officers for Statistics	80—3—95—5—125	171
23 Extension Officers for Animal Husbandry	90—3—120—4—160	171
24 Instructors in Animal Husbandry	150—5—200—10—300 plus Rs. 25 special pay.	7
25 Assistant Superintendent (Model Centre for Village Industries).	90—5—180	1
26 Superintendent (Model Centre for Village Industries, T. Kallupatti).	180—5—200—10—250	1
27 Social Education Organizers	90—3—120—5—200	343
28 Instructors in Social Education	90—3—120—5—200 plus Rs. 25 special pay.	7

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
29 Extension Officers for Panchayats	100—5—150	154
30 Extension Officers for Industries	100—5—150—10—250	171
31 Instructors in Khadi and Village Industries ..	120—5—175 plus Rs. 25 special pay.	13
32 Training Officers	120—5—180 (Rs. 150—5—180 in the case of Degree holders).	4
33 Extension Officers for Agriculture	135—5—170—10—270	194
34 Instructors in Agriculture	135—5—170—10—270 plus Rs. 25 special pay.	20
35 Farm Supervisors	135—5—170—10—270 plus Rs. 25 special pay.	7
36 Extension Officers for Co-operation	150—5—200	171
37 Instructors in Co-operation	150—5—200 plus Rs. 25 special pay.	7
38 Extension Supervisors	150—10—250	171
39 Assistant Instructors	150—5—200—10—250	7
40 Organiser Instructors	150—10—250	2
41 Block Development Officers (Non-Gazetted) ..	200—10—300	194
42 Block Development Officers (Gazetted) ..	230—20/2—310—30/2—400 ..	30
43 Chief Organiser, Village Youth Leadership ..	230—20/2—310—30/2—400 ..	1
44 Chief Instructors (Home Economics Wing) ..	230—30/2—260—40/2—340 plus Rs. 25 special pay.	3
45 Chief Instructors (Workshop Wing)	230—30/2—410 plus Rs. 25 special pay.	2
46 District Social Educational Organizers ..	230—30/2—260—40/2—500 ..	3
47 Principals (Rural Extension Training Centres).	230—30/2—260—40/2—500—50/2—700 plus Rs. 50 special pay.	7
48 Junior Accounts Officer	300—50/2—500	1
49 Senior Accounts Officer	475—75/2—700	1
50 Assistant Development Commissioner (Training).	300—50/2—700 plus Rs. 50 special pay.	1
51 Deputy Development Commissioners	(I.A.S.)	4
52 Additional Development Commissioner ..	800—75/2—1,100—100/2—1,300.	1
53 Development Commissioner	Same as Member, Board of Revenue.	1

3. Of the categories listed above, categories 1 to 8 are common to all departments and the scales of pay recommended by us elsewhere will apply to these posts also. The various classes of Extension Officers are drawn from the different development departments, and they carry the same scales of pay as the appropriate grades in their respective departments. The posts of Extension Officers are in fact treated as additions to the corresponding cadres of the technical departments concerned. For example the posts of Agricultural Extension Officers have been treated as temporary additions to the category of Upper Subordinates and the posts of Extension Officers, Co-operation have been treated as additions to the category of Co-operative Sub-Registrars. The revised scales of pay recommended for the technical cadres concerned, will therefore apply to the Extension Officers in the Community Development Department also.

4. Of the categories special to this department, numerically the most important are the Grama Sevaks, Grades I and II, Social Education Organisers and the Block Development Officers. The Grama Sevak is a multipurpose worker and is the extension agent at the block level of the different development departments like Agriculture, Animal Husbandry, Co-operation, etc., and he has been generally regarded as the lynch-pin of the Community Development Programme. On the quality of recruits at this level will largely depend the success of the programme. Except for a minor variation in the rate of increment, the present scale of Grama Sevaks, Grade II, is almost identical with that of Lower Division Clerks. A suggestion has been made to us that having regard to the type of work entrusted to the Grama Sevaks and the vital role he has to play in the improvement of food

production, the Grama Sevak should be paid more than the Lower Division Clerk. Though we do not deny that the responsibilities of a Grama Sevak are arduous and varied, we consider that it would suffice if the Grama Sevaks, Grade II, are allowed the same scale as Lower Division Clerks as their qualifications are comparable and their prospects of promotion, quite good even now, will be further improved when some of our other suggestions further below are implemented. No doubt, the rate of increment in the latter half of our scale is less liberal than at present; but the rate of increment in the initial stages has been improved and it is the increment in the initial stages that should be of material importance to this class of employees who would generally get promoted to Grade I before they reach the latter half of the scale. Incidentally we notice that under the present rules of recruitment to the posts, a completed S.S.L.C. with a certain minimum of marks in select subjects has been recognised to be adequate. We suggest that in view of the increase in emoluments now proposed and further improvement in the career prospects of Grama Sevaks suggested below, the minimum general educational qualification should be insisted upon for recruitment to these posts.

5. The posts of Grama Sevaks, Grade I, are generally filled by promotion from among Grama Sevaks, Grade II, with not less than two years of service in the case of Graduates and five years in the case of others. The existing scale of Grama Sevaks, Grade I, is the same as that of Upper Division Clerks, and we suggest that they may be placed on a scale of Rs. 125—5—175 which is the same as that proposed for Upper Division Clerks. The number of posts of Grama Sevaks, Grade I, is one-third of the total number of posts of Grama Sevaks and we suggest that this proportion should be maintained, and if possible improved upon in future in the interests of providing a reasonably satisfactory career for the Grama Sevaks, Grade II.

6. Though it is nearly eight years since the Community Development Programme was launched, the lines of promotion for the Grama Sevaks have not been worked out and the question of their integration with the general administrative cadres of the State has not been satisfactorily settled. The Development Commissioner, with whom we held discussions on this point, considered that the organisation of any service would be satisfactory only if it provided for at least three levels of promotion—the first an assured one, the second a very probable one and the third an exceptional one. It was felt that these three levels of promotion in the case of Grama Sevaks should be—

- (i) Grama Sevaks, Grade I;
- (ii) Extension Officers (Panchayats); and
- (iii) Block Development Officers.

A Grama Sevak of S.S.L.C. standard cannot normally expect to secure promotion to a level higher than that of Block Development Officer, though in cases of outstanding ability, further promotion should not be ruled out. But, there should be at least three tiers to which the Grama Sevaks should normally hope to secure promotion. We agree with the Development Commissioner and suggest that provision should be made in the relevant service rules for such promotions of Grama Sevaks. The fitness of the Grama Sevaks for such promotions should of course be determined by suitable departmental tests. In particular we suggest that a test in the manual of general administration which we have suggested for all Lower Division Clerks should be insisted upon also in the case of Grama Sevaks.

7. We also discussed with the Development Commissioner the rather large and important issue of eventual integration of Grama Sevaks with the ministerial staff of the Revenue Department. The Development Commissioner felt that the charges of Revenue Inspectors and Grama Sevaks could not be functionally integrated and that the two would have to be kept separate, at least for the present. But it is desirable that the Revenue Inspectors should be given an opportunity to acquire knowledge of the development work, and the Grama Sevaks knowledge of revenue work, as the two cadres will be integrated at a higher level. Even now the Grama Sevaks have to undergo short courses in survey and loans work, but the present arrangements have to be further systematised. The Development Commissioner has no firm proposals immediately in view, but according to him, if the principle of giving the ministerial staff of Revenue Department including the Revenue Inspectors training in development work and of giving training to Grama Sevaks in revenue work is accepted, a reorganisation of the syllabus of the Grama Sevaks' Course will have to be attempted. Grama Sevaks now undergo a training for two years in the Rural Extension Training Centres, the emphasis in the syllabus being primarily on agriculture, though instruction in such subjects as Co-operation, Panchayat Organisation and Public Health is also provided for. The Development Commissioner felt that this course of training could be so reorganised that during the first year a basic knowledge both of revenue and agriculture would be imparted to all the trainees—both Grama Sevaks and Revenue Inspectors—and during the second year, some measure of specialisation in revenue and office work, on

the one hand, and in agriculture, on the other, could be provided for. The Revenue Inspectors and Grama Sevak could then undergo a combined course during the first year while during the second year, those marked out for service as Grama Sevaks would specialise in agriculture and those earmarked for the Revenue Department would specialise in revenue and office work. We generally agree with the Development Commissioner and feel that if suitable changes as suggested by him are made in the syllabus of the course of training for Grama Sevaks, they will be fit, in due course, for promotion to higher posts.

8. Social Education Organisers are another category special to this department. They are now on a scale of Rs. 90—3—120—5—200. The posts are filled by promotion from Grama Sevaks, Grade I, as well as by direct recruitment. The qualification stipulated in respect of direct recruits is a Degree or a Secondary Grade Teacher's Certificate with three years' experience in a recognised educational institution. We understand that the Social Education Organisers will, in future, assist the Panchayat Unions in the discharge of their responsibilities in regard to the elementary education programme and that these posts will be reserved for promotion from among Secondary Grade Teachers serving in the block. The scale of pay of Social Education Organisers like many other post-1947 scales, has been fixed on a fairly liberal basis and does not call for any considerable improvement. But the present 26-year scale is unduly long and some liberalisation of the rate of increment is clearly necessary. In this view, we suggest a revised scale of Rs. 125—5—200—10—250.

9. The Block Development Officer has to function as the captain of the team of Extension Officers at the block level. All the Extension Officers are under the administrative control of the Block Development Officer, and only in respect of technical matters do they receive guidance from their respective district officers. The burden of implementing the entire development programme of Government at the block level falls on the Block Development Officer. His responsibility will further increase when the Panchayat Unions are formed at the block level, as he will also be the Ex-officio Commissioner for the Panchayat Union. The Government of India have been stressing, and our Government have been inclined to agree, that the block should become the unit of administration and that all funds for local developments available with different departments of Government should be canalised through the block agency. Thus, for example, the entire allotment at the disposal of the Agriculture Department for expenditure on local schemes such as distribution of improved implements, pesticides, green manure seeds, etc., will progressively have to be utilised only through the block agency; the allotment at the disposal of the Animal Husbandry Department for distribution of improved animals and birds will again have to be spent through the Block Development Officer. Even now, the allotment under Takkavi loans is being utilised through the Block Development Officer, and the Tahsildar has been completely relieved of the distribution of Takkavi credit in block areas. In short, in regard to co-ordination of the activities of the different development departments the Block Development Officer will have to play, at a lower level, a role very much akin to that of the Collector at the district level. It has been urged that there is, therefore, a strong case for improving the pay and status of the Block Development Officers and in particular that the scale of pay of the Block Development Officer has to be fixed with reference to the scales proposed for the different Extension Officers. The view has been expressed that unless there is a sufficient margin of difference in emoluments between a Block Development Officer and the Extension Officer subordinate to him, the maintenance of discipline among the Block staff will become difficult.

10. When the Firka Development Scheme, the forerunner of the Community Development Programme in the State, was first launched in certain selected firkas, the firka Development Officers, analogous to the present Block Development Officers, were placed on the same scale of pay as Deputy Tahsildars. Later when the National Extension Service Scheme was introduced, the Block Development Officers, who replaced the old Firka Development Officers, were allowed a higher scale of pay of Rs. 230—20/2—310—30/2—400 and the posts were also gazetted. In 1954, the National Extension Scheme was launched in two Divisions of the Tanjore district and a special staffing pattern was laid down for the scheme. Under that pattern, the scale of pay of Taluk Development Officers was fixed at the same level as that of Deputy Tahsildars. Later, in the same year, when ten National Extension Service Blocks were launched in the State, a scale of Rs. 200—10—300, the same as that of Tahsildars was evolved for the Block Development Officers. In 1955, the distinction between what were commonly called the "Tanjore pattern" and the "All India pattern" was removed, and there came to be two grades of Block Development Officers a gazetted grade on Rs. 230—400 and a non-gazetted grade on Rs. 200—300. These two scales are still current, the number of gazetted Block Development Officers being limited to 30.

11. No doubt, the scale of pay of the Block Development Officer has to be fixed with due regard to the scales proposed for the different categories of Extension Officers. But in the present transitional stage when Block Development Officers have been drawn from different

departments without being organised into a service of their own, there may be serious difficulties in allowing them a scale far higher than those of all Extension Officers placed under their charge. Many of the Block Development Officers have been promoted from the ranks of Deputy Tahsildars in the Revenue Department, Co-operative Sub-Registrars in the Co-operative Department, Additional District Panchayat Officers in the Local Administration Department and so on. If, therefore, the scale of pay of Block Development Officers is considerably raised so as to place them on a distinctly higher level than the Extension Officers under their control, there may be a good deal of dissatisfaction among the senior personnel serving in the departments such as Revenue, Local Administration, Co-operation, etc., from which many of the present Block Development Officers have been drawn. The morale of the services will suffer if, for instance, a Deputy Tahsildar promoted as Block Development Officer is to be placed on a scale higher than a Tahsildar in the Revenue Department, who may be his senior. Similar considerations will apply in respect of promotees from other departments also. We are therefore of the view that till all questions of integration of Block Development Officers with the general administrative cadres are satisfactorily settled, the Block Development Officers should continue to be on the same scale of pay as Tahsildars of the Revenue Department. In this view, we suggest a revised scale of Rs. 250—15—400 for the non-gazetted Block Development Officers. Many of the Extension Officers (Co-operation, Panchayats, Village Industries, Statistics, etc.), will even after the implementation of our revised scales be on lower scales than Block Development Officers. We have no doubt suggested a considerable improvement in the scale of pay of Veterinary Assistant Surgeons, but for some time to come, the posts of Extension Officers (Animal Husbandry) will generally be held only by Stockmen or Veterinary and Livestock Inspectors. The posts of Extension Supervisors will also be held mostly by Diploma holders for whom a revised scale of only Rs. 150—5—175—10—225—15—375 has been proposed, and in practice, therefore, many of the Extension Supervisors will be on a lower scale than the Block Development Officers. It is only in the relationship between Block Development Officers and Extension Officers (Agriculture) that our revised pay structure is likely to cause some difficulties. We have proposed for the Agricultural Demonstrators and, by implication, for the Extension Officers (Agriculture) also, a revised scale of Rs. 200—10—250—15—400 and in the circumstances situations may arise in which a Senior Extension Officer (Agriculture) may get a higher pay than the Block Development Officer under whom he may be serving. There are difficulties, as we have pointed out, in raising the scale of pay of Block Development Officers above Rs. 250—15—400. On this ground, we cannot fix the scale of pay for Agricultural Demonstrators at a lower level for, as pointed out in the Chapter on Agriculture Department, there is clear need for raising the level of students seeking admission to Agricultural Colleges and in any case, some minimum improvement in their emoluments is necessary consistent with the important role they have to play in the Food Production Programmes of the Government. The fact that some of the Agricultural Extension Officers may get higher pay than the Block Development Officers should not in itself create any serious difficulties, if the Government lay down the lines of command clearly and vest the Block Development Officers with adequate powers over their Extension Officers such as the compilation of confidential reports on their work and conduct. The Government will have to reiterate notwithstanding insignificant differences in pay, that the Block Development Officer is still the captain of the team of Extension Officers and that the Extension Officer (Agriculture) will be under his control and guidance in non-technical matters.

12. Apart from scales of pay, two other allied issues have been referred by the Government specifically to the Commission for consideration. These issues are whether (1) the posts of Block Development Officers should be gazetted or non-gazetted and (2) whether there should be any element of direct recruitment to the category of Block Development Officers. We understand that the Estimates Committee of the Legislature recommended sometime ago that having regard to the duties and responsibilities of Block Development Officers, they should all be gazetted. But these recommendations were not accepted by the Government mainly for two reasons, namely, that at the level of a block, which is roughly one-third of a taluk, other departments have only non-gazetted officers and that if the posts of Block Development Officers are gazetted, the Revenue Divisional Officers, who are in overall charge of the programme, may find it difficult to exercise adequate control over the programme.

13. We have carefully considered the *pros* and *cons* of the implications of the proposal that all Block Development Officers should be gazetted. The gazetting of the Block Development Officers, will no doubt, strengthen their hands in dealing with the Extension Officers placed under them. They will also then be able to move with ease and confidence with other District Officers such as District Agricultural Officers, District Veterinary Officers, etc., with whom they have to come into contact closely. Further, the Block Development Officers will hereafter be the *Ex-Officio* Commissioners for Panchayat Unions with duties and responsibilities analogous to those of Municipal Commissioners, most of whom are Gazetted Officers. But, as already pointed out earlier, there are two serious objections to the gazetting of Block Development Officers. If the Block Development Officers are gazetted,

there will be a demand for similar improvement in status from other officers like Tahsildars, Inspectors of Police, etc. Secondly, the Revenue Divisional Officers may not be able to exercise effective control over the Block Development Officers. We are therefore of the view that it is not opportune to effect any change in the present status of the Block Development Officers. The few gazetted Block Development Officers now in position may however be allowed to retain their gazetted status as a purely personal privilege, and for these few gazetted Block Development Officers we recommend a revised scale of Rs. 300—15—450—25—500.

14. As regards direct recruitment, we find that the posts of Block Development Officers in the initial stages were filled by men from different departments. The provision for filling the posts by transfer from any other services was rather liberally interpreted and persons from such varied departments as Revenue, Agriculture, Registration, Animal Husbandry, Statistics and the old Rural Welfare Departments were recruited to the posts of Block Development Officers. The recruitment to the posts is now being made on the results of an interview by a special committee consisting of Development Commissioner, Additional Development Commissioner and Joint Development Commissioner. The men taken on transfer from other departments have no roots in the Community Development Organisation. They stay as Block Development Officers only as long as it is financially advantageous to them, and when they secure promotion in their own parent department, they have to be relieved. A cadre of Block Development Officers consisting of such heterogeneous elements cannot obviously come up to very high standards. There are significant differences in the attainments and equipment of the Block Development Officers. We understand that some measure of systematisation in regard to recruitment of Block Development Officers has now been achieved and it has now been more or less accepted that recruitment of Block Development Officers should be made only from among Deputy Tahsildars of the Revenue Department, Extension Officers, Agriculture and Co-operation with not less than three years' experience as Extension Officers, Social Education Organisers and Additional Panchayat Officers of the Local Administration Department. But even so, Block Development Officers primarily look for promotion in their parent departments and seek to be relieved when they get chances of promotion. The view has therefore been expressed that there should be a corps of Block Development Officers recruited direct who could be given training in all aspects of work of the Community Development Programme and whose services will be permanently available to the department.

15. It is against this background that the issue of direct recruitment to the category of Block Development Officers has to be considered. When the Community Development Programme covers the entire State, the cadre of Block Development Officers will be 360 strong and with some provision for training and leave reserve, the cadre strength may, in fact, be a little over 400. It will normally be desirable to have an element of direct recruitment to such a cadre. It will be possible to secure through a stiff competitive examination conducted by the Service Commission a class of candidates who will be comparable in attainments to direct recruits to the posts of Deputy Collectors, Deputy Registrars of Co-operative Societies, District Educational Officers, etc. But direct recruitment at the level of Block Development Officers will not produce the desired results unless the cadre of Block Development Officers is organically linked with the general administrative cadres and promotion to higher posts thus assured. Under the existing arrangements, Block Development Officers taken on transfer from other departments can always aspire for promotion at least in their respective parent departments. This avenue of promotion will not be open to the direct recruits and there will therefore be no advantage in having direct recruitment to the post unless the prospects of such men are satisfactorily settled and this will be possible only if the staff of the Community Development and Revenue Departments are integrated at higher levels.

16. We discussed with the Development Commissioner the lines on which such integration could be brought about. The Development Commissioner drew attention to the Madras Panchayat Act which imposed a statutory obligation on the Government to cover the entire State with Panchayat Unions by October 1961. It also cast an obligation on the Government to entrust the Community Development Programme to the Panchayat Unions for execution and for the appointment of Block Development Officers as Ex-Officio Panchayat Union Commissioners. The Collectors as the head of the district would be in overall charge of general administration as well as supervision and guidance of Panchayat Unions. He will be assisted by the Revenue Divisional Officers who will also attend to both revenue and development work. The Revenue Divisional Officer will have a Divisional Panchayat Officer of the status of a District Panchayat Officer to assist him in regard to his responsibilities towards Panchayat and Panchayat Unions. Below the Revenue Divisional Officer, the Community Development machinery and Revenue machinery will be kept separate. A Revenue Divisional Officer will thus have two sets of officers of Tahsildars' status under him (1) a Block Development Officer who will also be Ex-Officio Panchayat Union Commissioner and (2) a Tahsildar who will attend to revenue work. It is in conformity with this scheme of reorganisation that the details for the integration of the Community Development

and Revenue Departments personnel have to be worked out. In this connection the Development Commissioner stressed that a sharp distinction should be made between ministerial and executive work and felt that the present arrangements under which subordinate executive posts of the Revenue Department are filled exclusively by promotion from the ministerial staff are not altogether satisfactory. He considered that in view of the growing importance of development work, a certain element of direct recruitment of Graduates to the lower executive posts has to be provided for in the interests both of general administration and of the development programme. The Board of Revenue is however, not in favour of direct recruitment at the level of executive staff, namely, the Deputy Tahsildars of the Revenue Department, but only wants a larger measure of direct recruitment at the level of Upper Division Clerks. We have dealt with the suggestion of the Board of Revenue in our chapter on Board of Revenue (Revenue Department).

17. While not ruling out the need for a certain measure of direct recruitment of Graduates as Upper Division Clerks in the Revenue Department as proposed by the Board of Revenue, the Development Commissioner was of the view that a beginning should be made towards direct recruitment to subordinate executive posts. He felt that having regard to the changes contemplated under the Madras Panchayat Act, this direct recruitment might be satisfactorily made at the level of Extension Officers for Panchayats of the grade of Deputy Panchayat Officers now on Rs. 100—5—150 and for whom we have now proposed a revised scale of Rs. 140—5—220. The Development Commissioner also felt that Extension Officers of Panchayats may be on two grades, one on ordinary grade and the other on selection grade, direct recruitment being made to ordinary grade and the selection grade being filled by promotion. The selection grade will correspond to the category of Deputy Tahsildars in the Revenue Department. The direct recruits to the posts of Extension Officers (Panchayats) will have to be trained both in Panchayat and Revenue work and after service as Extension Officers of Panchayats and as Deputy Tahsildars they will become eligible for promotion as Block Development Officers and all Block Development Officers who have received training in Revenue and Development work will also be eligible in due course for promotion to the Madras Civil Service Executive Branch.

18. We feel that the proposals of the Development Commissioner are in the right direction and that in view of the direct recruitment contemplated at the level of the Extension Officers (Panchayats), there is no need for direct recruitment also at the level of Block Development Officers. For the Extension Officers (Panchayats), we suggest a scale of Rs. 140—5—220 and for the selection grade Extension Officers (Panchayats), if and when created, a revised scale of Rs. 200—5—240—10—270, the same as that of Deputy Tahsildars.

19. We now sum up the proposals for integration of personnel of Revenue and Community Development Departments. At the levels of the Grama Sevak in the Community Development Department and of the Revenue Inspector in the Revenue Department, the cadres will be kept separate but opportunities will be provided for giving Grama Sevaks a knowledge of revenue work and Revenue Inspectors a knowledge of development work. The direct recruits to the cadre of Extension Officers (Panchayats) will be trained both in Community Development work and in revenue work and when they reach the selection grade, which will be on the same scale as that of Deputy Tahsildars, they will also be given opportunities to work as Deputy Tahsildars. These selection grade Extension Officers will then be eligible along with Deputy Tahsildars of the Revenue Department for promotion to the posts of Block Development Officers and eventually also to the posts of Deputy Collectors. We however urge that in working out a scheme of integration on these lines, the legitimate interests of the present staff of the Revenue Department such as Deputy Tahsildars should be adequately protected. As it will take some time for the cadre of Extension Officers (Panchayats) to be fully formed and for them to acquire sufficient experience both of Revenue and Community Development work, the vacancies arising meanwhile in the posts of Block Development Officers should be filled by Deputy Tahsildars on considerations of merit and seniority.

20. There are now three posts of District Social Educational Organisers on a scale of Rs. 230—30/2—260—40/2—500. We understand that though it was originally envisaged that every district should have a District Social Educational Organiser, for various reasons, these proposals were not pursued. The work of District Social Educational Organisers is still of a rather nebulous nature, and having regard to this fact and the qualifications prescribed for the posts, we consider that a scale of Rs. 300—15—450—25—575 will be adequate for this category. The present scale of District Social Educational Organisers corresponds to that of District Educational Officers, Grade II. But, unless the work of the District Social Educational Organisers is more clearly defined, there will be no need to place them on the unified scale proposed by us for the two grades of District Educational Officers.

21. There is now a post of Assistant Development Commissioner (Training) on a scale of pay corresponding to that of Deputy Collectors, and we accordingly recommend a revised scale of Rs. 375—25—800 for this post.

22. The four posts of Deputy Development Commissioners are borne on the Indian Administrative Service cadre and we are not therefore making any recommendations in regard to the scale of pay of these posts.

23. There is now a post of Additional Development Commissioner on Rs. 800—75/2—1,100—100/2—1,300. The Additional Development Commissioner is also ex-officio Additional Secretary to Government in the Department of Rural Development and Local Administration. The responsibilities of the post are comparable to those of officers in the senior time-scale of the I.A.S. We therefore propose for this post a scale of Rs. 900—50—1,000—60—1,300, a chunk of the revised scale proposed by the Second Central Pay Commission for the Indian Foreign Service and by implication also for the Indian Administrative Service.

24. The scales of pay of other isolated posts have been indicated in Part IV. But, some special observations seem to be called for in regard to the posts of Workshop Mechanics in Extension Training Centres who are now on a fixed pay of Rs. 75. It has been pointed out that some of these Mechanics, besides attending to the training of Grama Sevaks in smithy and carpentry, are also in charge of maintenance and operation of Film Projectors and that therefore they should be allowed the same scale of pay as Film Operators. We however find that there is appreciable difference in the qualifications prescribed for the posts of Mechanics and Film Operators. While for Mechanics only a practical experience for a period of two years has been stipulated, the Film or Cinema Operators should have passed at least III Form and should have also passed the examination conducted by the Government Board of Examiners for Cinema Operators. We do not therefore consider it necessary to place them in the same scale as Film Operators and suggest only a revised scale of Rs. 90—3—105—4—125 as for other skilled Mechanics in other departments.

CHAPTER XVII.

COMMERCIAL TAXES DEPARTMENT.

1. Sales tax was introduced in this State under the provisions of the Madras General Sales Tax Act, 1939, to make up for the revenue lost on account of the policy of prohibition. The implementation of the Sales Tax Act was initially entrusted to the District Collectors under the general supervision and control of the Board of Revenue which was strengthened by the addition of one more Member. The staff needed for manning the posts of Commercial Tax Officers, Deputy Commercial Tax Officers and Assistant Commercial Tax Officers sanctioned for the implementation of the Act were all drawn from the corresponding grades in the Revenue Department, and the pay structure of the Commercial Taxes Department, therefore, came to be identical with that of the Revenue Department. By 1947, the sales-tax had become the largest single source of revenue of the State. The Commercial Taxes Department was, therefore, separated from the Revenue Department and was placed on a permanent basis. At about the same time, the Government also decided to make direct recruitment to the posts of Assistant Commercial Tax Officers through the Public Service Commission and also created three regional posts of Deputy Commissioners to ensure proper supervision of the field staff. The Commercial Taxes Department is now in charge of the administration of the Madras General Sales Tax Act, 1939, the Central Sales Tax Act, 1956, the Madras Entertainment Tax Act of 1939 and the Madras Sales of Motor Spirit Taxation Act, 1939. Recently in 1958, the department was reorganised on an extensive scale in pursuance of the recommendations of Dr. Lokanathan who had, among other things, recommended the separation of appeal work and assessment work, creation of an Intelligence and Inspection Wing and the raising of the status of the assessing officers. In the process of this reorganisation, certain new categories of staff such as Joint Commercial Tax Officers and Appellate Assistant Commissioners of Commercial Taxes have been brought into being. This reorganisation, we notice, has improved substantially the prospects of the staff in the department. The following statement shows in one view the strength and the scales of pay of the different categories of staff in the department at present :—

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
<i>Categories common to all departments.</i>		
1 Peons	18—1—25	732
2 Attenders	24—1—35	185
3 Lower Division Clerks	45—3—60—2—90	756
4 Typists and Steno-typists	45—3—60—2—90	53

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
<i>Categories common to all departments—cont.</i>		
5 Upper Division Clerks including Gujarathi Clerks.	80—5—110	234
6 Junior Superintendents	140—5—190	2
7 Senior Superintendent	190—10—240	1
<i>Categories special to the department.</i>		
(A) Non-Gazetted.		
8 Bill Collectors	30—2—50—1—55	78
9 Assistant Commercial Tax Officers	150—5—200	187
10 Deputy Commercial Tax Officers	200—10—300	131
(B) Gazetted.		
11 Joint Commercial Tax Officers	300—30/2—450	46
12 Commercial Tax Officers	300—50/2—700	20
13 Assistant Appellate Commissioners	500—75/2—800	6
14 Deputy Commissioners of Commercial Taxes (non-I.A.S.).	800—100/2—1,000	4

2. Of the categories of staff special to this department, the Bill Collectors are the lowest and are on a scale of pay intermediate between those of Attenders and Lower Division Clerks. The qualification prescribed for the post is either a completed Secondary School-Leaving Certificate or a pass in III Form accompanied by a special course of training or experience in the department. The Bill Collectors also discharge clerical duties of a routine nature. In other departments also there are posts such as Irrigation Conservancy Subordinates, Time-keepers, Shroffs, Readers and Examiners, etc., whose educational qualifications are higher than those of Attenders, but lower than those of Lower Division Clerks. Having regard to the revised scales of pay proposed by us for these posts, we suggest that the Bill Collectors may be placed on a scale of Rs. 70—2—100.

3. The Assistant Commercial Tax Officers, who are now on the same scale of pay as Deputy Tahsildars of the Revenue Department, have been divested under the recent scheme of reorganization of all their powers of assessment. But, they have still responsible work to do such as checking of the accounts of dealers, inspection of their shops, inspection of cinema houses and petrol bunks and conduct of enquiries and investigations. We therefore feel that they should be allowed the same revised scale of pay as Deputy Tahsildars of the Revenue Department, namely, Rs. 200—5—240—10—270. In view of the growing importance of sales-tax and the need to maintain high standards of efficiency and integrity in the department, we feel that direct recruitment at the level of Assistant Commercial Tax Officers should be stepped up, and this object will be achieved if the number of vacancies to be filled by direct recruitment is determined not merely with reference to the number of permanent posts, but with reference also to the number of temporary posts which had been in existence for over five years. The existing rules provide for recruitment to the posts of Assistant Commercial Tax Officers by transfer from the Revenue Subordinate Service; this provision is obviously a relic of the past when the posts in the Commercial Taxes Department were filled largely by transfer from the corresponding grades of the Revenue Department. There may have been need for this provision some time back when the prospects of promotion in the Revenue Department were somewhat adversely affected as a result of the separation of the executive from the judiciary. But, since then, the number of higher posts in the Revenue Department has increased appreciably and the Community Development Programme in particular has provided opportunities for promotion to the employees in the Revenue Department. We therefore consider that the provision for the filling up of the posts of Assistant Commercial Tax Officers by transfer from the Revenue Subordinate Service should be deleted. The rules in regard to direct recruitment to the posts also contemplate preference being shown to Law Graduates. We feel that if any preference is to be shown, it should be in favour of Commerce Graduates.

4. Next in the departmental hierarchy are the Deputy Commercial Tax Officers who are now on the same scale of pay as Tahsildars. There is no direct recruitment at this level, the posts being filled by promotion from the category of Assistant Commercial Tax Officers or by transfer from Superintendents of the Board of Revenue and the Revenue Secretariat. Having regard to the scale proposed by us for Tahsildars, we suggest that the Deputy

Commercial Tax Officers may be placed on the revised scale of Rs. 250—15—400. It may be incidentally mentioned that the opportunities for promotion for the Deputy Commercial Tax Officers have improved, as there are now 46 posts of Joint Commercial Tax Officers and 20 posts of Commercial Tax Officers as against 131 posts of Deputy Commercial Tax Officers. The proportion of higher posts to that of Deputy Commercial Tax Officers is as high as 1 : 2.

5. The Joint Commercial Tax Officers who are the lowest among the Gazetted Officers of the department are a new category created on the recommendation of Dr. Lokanathan who had suggested that the status of officers in charge of assessment work should be raised. The Joint Commercial Tax Officers who have generally been posted to commercially important areas attend to assessments of dealers whose total turnover does not exceed Rs. 5 lakhs. The posts of Managers in the office of the Deputy Commissioners as well as nine posts of Audit Deputy Commercial Tax Officers have also been upgraded to the level of Joint Commercial Tax Officers. The existing scale of pay of Joint Commercial Tax Officers forms the lower chunk of the scale of Commercial Tax Officers except for the fact that the rate of increment is lower. In our new pay structure we have generally provided for an annual increment of Rs. 25 for officers at this level and we, therefore, feel that Joint Commercial Tax Officers should also be allowed an annual increment of Rs. 25 as against Rs. 15 at present. Apart from this, no substantial improvement in the emoluments of Joint Commercial Tax Officers is called for, as their scale was fixed only recently and is adequate in relation to their responsibilities. We accordingly propose a revised scale of Rs. 375—25—525 for Joint Commercial Tax Officers.

6. The Commercial Tax Officers are on the same scale of pay as Deputy Collectors and having regard to their responsibilities should continue to be equated with Deputy Collectors in respect of emoluments. We therefore suggest a revised scale of Rs. 375—25—800 for them.

7. The post of Appellate Assistant Commissioner on Rs. 500—75/2—800 was created in accordance with the recommendations of Dr. Lokanathan who had felt that the appeals under the Sales Tax Act should be heard by a higher class of officers who would not have any assessment work and who would be directly under the Commissioners. The Appellate Assistant Commissioners now hear first appeals on assessment under the Madras General Sales Tax Act and the Central Sales Tax Act. The scale of pay of the Appellate Assistant Commissioners was fixed only recently by the Government and does not call for any change except for the substitution of biennial by annual increments and the merger of dearness allowance with pay. We accordingly recommend a scale of Rs. 600—40—800—50—900 for Appellate Assistant Commissioners.

8. The Deputy Commissioners of Commercial Taxes are in charge of a group of districts and apart from general supervision and control, are given certain restricted powers of revision over assessments made by Deputy Commercial Tax Officers, Joint Commercial Tax Officers or Commercial Tax Officers. They are also the appointing authorities for the posts of Deputy Commercial Tax Officers and Assistant Commercial Tax Officers. They are now on a scale of Rs. 800—100/2—1,000 which is fair and adequate. We therefore recommend a revised scale of Rs. 900—50—1,100, providing only for the merger of dearness allowance with pay and annual in the place of biennial increments.

MADRAS SALES TAX APPELLATE TRIBUNAL.

9. The strength and the scales of pay of the various categories in the Madras Sales Tax Appellate Tribunal are as follows :—

Serial number and name of the category.	Number of posts.	Existing scale.
(1)	(2)	(3)
		RS.
<i>Non-Gazetted.</i>		
1 Peons	12	18—1—25
2 Duffadar	1	22—1—30
3 Attender	1	24—1—35
4 Lower Division Clerks	6	45—3—60—2—90
5 Typists and Steno-typists	5	45—3—60—2—90
6 Upper Division Clerks	4	80—5—110—3—125
7 Manager	1	200—10—300

Serial number and name of the category.	Number of posts.	Existing scale.
(1)	(2)	(3)
		RS.
<i>Gazetted.</i>		
8 Secretary	1	300—50/2—700
9 Members	2	1,000—100/2—1,400
10 Chairman	1	Same as District Judges.

Of the above staff, categories 1 to 6 are common to all departments and our recommendations therefor will be found elsewhere.

10. The two posts of the Manager and the Secretary are temporary additions to the cadre of Deputy Commercial Tax Officers and Commercial Tax Officers respectively in the Commercial Tax Department. The scales of pay recommended by us for these categories in the Commercial Tax Department will apply to these posts also. But the post of Secretary may carry a special pay of Rs. 50 in view of the responsibilities attached to the post.

11. Among the Gazetted staff, the posts of the Chairman is borne on the cadre of District and Sessions Judges and the revised scale proposed for District and Sessions Judges will apply.

12. In regard to the two posts of the Members of the Tribunal, we recommend no change except in regard to the substitution of annual increments for biennial increments and the merger of dearness allowance at the minimum of the scale. Accordingly the new scale will be Rs. 1,100—50—1,400.

CHAPTER XVIII.

CO-OPERATIVE DEPARTMENT.

1. The Co-operative Department is responsible for the ultimate control, guidance and development of the Co-operative movement in the State and for the discharge of the statutory duties of registration, audit, arbitration, execution and liquidation in accordance with the provision of the Madras Co-operative Societies Act. Since Independence and particularly since the commencement of the Second Five-Year Plan, the activities of the department have expanded in several directions under the impact of the Government's policy of organizing agricultural credit and marketing increasingly on a co-operative basis. The non-credit side of the co-operative movement has also registered considerable progress and all this is reflected in the increase in staff at all levels in the department. Recently, in accordance with the recommendations of the Narayanswami Pillai Committee on Co-operation, the Audit Wing of the Department has been separated from the Administrative Wing, and the Audit work has been entrusted to a separate cadre of officers and staff at the field level, though both the Audit and Administrative Wings are under the general control of the Registrar of Co-operative Societies. The strength and the scales of pay of the different categories of staff in the department are furnished in the statement below :—

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
<i>I. Categories of staff common to all departments.</i>		
1 Peons	18—1—25	422
2 Attenders	24—1—35	11
3 Typists and Steno-typists	45—3—60—2—90 plus special pay.	77
4 Lower Division Clerks	45—3—60—2—90	74
5 Upper Division Clerks	80—5—110—3—125	3
6 Junior Superintendents	140—5—190	3
6-A Senior Superintendent	200—20—400	1
7 Van Cleaner	15—1—20	1
8 Jeep Drivers	30—1—45	3
9 Van Driver	40—1—60	1
10 Laboratory Attenders	24—1—30	2

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
I. Categories of staff common to all departments—cont.		
11 Public Works Department Supervisors	100—5—150—10—250	9
12 Assistant Engineers	260—30/2—380—40/2—500	2
II. Categories of staff special to the department.		
13 Milk Tester	24—1—32— $\frac{1}{2}$ (A)—35	1
14 Dairy Mechanic	55—2—85	1
15 Van Operator	80—2—100	1
16 Junior Inspectors	65—2—85—1—90	600
17 Senior Inspectors	90—4—110—5—120	1,517
18 Co-operative Sub-Registrars	150—5—200	554
19 Dairy Assistants	175—5—225	18
20 Dairy Chemist	175—5—225	1
21 Technical Assistant	180—5—200—10—240	1
22 Assistant Dairy Officer	230—20/2—350	1
23 Dairy Officers	260—40/2—700	2
24 Deputy Registrars	230—30/2—260—40/2—500—50/2 700.	110
25 Joint Registrars	700—100/2—1,000	3
26 Registrar	I.A.S.	1

2. The scales of pay of common categories have been indicated elsewhere in our report. Before we examine the scales of pay of the posts special to the department, two general observations seem to be called for. First, the Co-operative Department is now one of the important Development departments of the Government and consistently with our general principle of assuring the staff engaged in development work better conditions of service, some improvement in the emoluments of the staff of the department is called for. But, at the same time, the work in this department cannot be considered to be technical in the sense in which the work of an engineer, a doctor or an agricultural or veterinary officer is "technical". The department only recruits men with general educational qualification and provides institutional training for them in the principles and practice of Co-operation and Commercial Book-keeping. There is, therefore, no serious shortage of suitable personnel for manning the posts in the department as experienced, for example, in the Public Works and the Medical Departments. There is, accordingly, no need or justification for giving the staff of this department an order of increase comparable to that of other departments where there is a serious shortage of technical personnel.

3. Secondly, with the expansion of this department, the opportunities for promotion for the staff have improved considerably. To illustrate: In one year alone, i.e., between 1957-58 and 1958-59, the number of Co-operative Sub-Registrars increased from 171 to 290 or by nearly 70 per cent and this has materially improved the chances of promotion of Senior Inspectors. The expansion in the category of Senior Inspectors is even more significant. In 1938, there were 65 posts of Senior Inspectors against 730 posts of Junior Inspectors giving a ratio of 1 : 11. By 1946, this ratio had improved to nearly 1 : 1, while in 1959 it is nearly 2 : 1. This is because almost all the new posts sanctioned in recent years for increase in work have been those of Senior Inspectors rather than of Junior Inspectors. A number of co-operative institutions also borrow the services of officers of this department of all grades, and deputation to such societies generally carries an allowance of 25 per cent in addition to pay. We are referring to these aspects only to stress that there should normally be no difficulties in attracting candidates of suitable standards for the different posts of the department.

4. The Junior Inspectors are the lowest category of executive officers of the department. They attend, among other things, to the audit of accounts of the rural credit and other small societies and the conduct of enquiries under section 38 of the Madras Co-operative Societies Act. The Head of the Department has represented in his reply to our questionnaire that the department has not been able to attract the right type of staff as Junior Inspectors or Senior Inspectors on the existing scales of pay, and that there is also a tendency for them to seek employment elsewhere even after joining the department. From the figures of recruitment furnished by the Public Service Commission for the years 1956, 1957 and 1958, we find

that there has been no difficulty in securing the required number of candidates any time, and that though a few candidates had resigned or had to be removed from the list of the Public Service Commission for not accepting the appointment, the number is not so great as to cause concern. The Registrar has also pointed out that as many as 176 posts of Junior Inspectors are held by unqualified candidates, that is, by men who have not passed the departmental tests. We consider that this phenomenon is due more to the rapid expansion of the department than to inadequacy of the scales of pay.

5. The present maximum pay of Junior Inspectors corresponds to that of lower division clerks, but the rate of increment is much less. The qualification required for the posts is a pass in the Intermediate Examination and the selected candidates have also to undergo one year's training. A higher initial pay than that of lower division clerk is, therefore, clearly necessary and in this view, we propose a revised scale of Rs. 110—3—140 for the Junior Inspectors of Co-operative Societies.

6. Senior Inspectors are the next higher category in the official hierarchy of the department. They audit the bigger Co-operative Institutions such as Central Banks, Central Wholesale Stores, Marketing Societies and Urban Banks. They also organize and supervise non-credit societies like Weavers' Societies, Stores Societies, Milk Supply Societies, Housing Societies, etc. They attend to enquiries under section 38 of the Madras Co-operative Societies Act and arbitration cases under section 51 of the same Act. The Head of the Department has invited our attention to the fact that four hundred and twenty-five posts of Senior Inspectors are now held by unqualified candidates. As we have pointed out elsewhere, this is due more to the expansion of the department than to the un-attractiveness of the scales of pay. It may also be mentioned in this connection that the posts of Extension Officers (Co-operation) in the Community Development Blocks have been upgraded to those of Co-operative Sub-Registrars and this has considerably improved the prospects of promotion of Senior Inspectors. There will, therefore, be no difficulties in regard to the recruitment to posts in this class. The existing scale of pay of Senior Inspectors, namely, Rs. 90—4—110—5—120 is comparable to that of upper division clerks in the offices of the Heads of Departments on Rs. 80—5—110—3—125 and a revised scale of Rs. 125—5—175 the same as that proposed for upper division clerks would be fair and adequate both in relation to the qualifications prescribed for and the responsibilities attached to the posts. The Registrar of Co-operative Societies has conceded that Senior Inspectors normally secure promotion as Sub-Registrars in about eight years and the ten-year scale proposed by us would in the circumstances be appropriate.

7. The Co-operative Sub-Registrars, who are in the next higher category, assist the Deputy Registrars in the supervision of Co-operative Societies and in office work. They also perform duties of a judicial nature such as disposal of arbitration references, execution of decrees, passing and enforcement of contribution orders, etc. They also function as Extension Officers in Community Development Blocks. The Co-operative Sub-Registrars working under the District Co-operative Audit Officers issue audit certificates to the different types of societies. The present scale of Co-operative Sub-Registrars corresponds to that of Deputy Tahsildars. The Registrar of Co-operative Societies has suggested a revised scale of Rs. 150—15—300, his intention being presumably to raise the maximum of the scale to that of Tahsildars. This scale has been proposed, perhaps, also with a view to reinforce his other claim for parity of treatment between Deputy Registrars and Deputy Collectors. We feel that the present equation of Co-operative Sub-Registrars with Deputy Tahsildars is not unfair, and accordingly recommend a revised scale of Rs. 200—5—240—10—270 for this category.

8. Above these Co-operative Sub-Registrars are the Deputy Registrars of Co-operative Societies, who exercise all powers of the Registrar under the Madras Co-operative Societies Act, except the powers under section 43 (supersession), 44 (Liquidation) and 57 (Revision, modification and reversal of proceedings). Apart from Deputy Registrars on general duty in charge of Circles there are special Deputy Registrars (Credit and Marketing) and District Co-operative Audit Officers for attending to special items of work. The Registrar of Co-operative Societies has pointed out that the Working Group constituted by the Government of India for considering the Co-operative policy enunciated by the National Development Council has recommended that the pay of officers of the Co-operative Department should be equal to that of officers in the Revenue Department. Observing also that the posts of Deputy Registrars were in earlier days held by Deputy Collectors, the Registrar has suggested the same scale of pay as for Deputy Collectors for the Deputy Registrars of Co-operative Societies. There is need for caution in accepting the recommendations of expert bodies in regard to the scales of pay of the particular cadres of staff with which they are specially concerned. It should be remembered that their recommendations on pay scales are only incidental to their main recommendations and cannot be said to be based on any comprehensive study of the pay structure in Government service as a whole such as would be made by a Pay Commission. The organizational set-up of the Revenue Department and the Co-operative Department is not identical. Above a pay limit of Rs. 150, there are in the Revenue

Department two grades of non-gazetted officers, viz., Deputy Tahsildars and Tahsildars. In the Co-operative Department, there is only one grade above the same limit. It will, therefore be too steep an increase over the maximum of the "feeder post" to allow the Deputy Registrars the same initial pay as Deputy Collectors, though we agree that no differentiation should be made either in respect of the maximum or the rate of increment. In this view, we consider that a revised scale of pay of Rs. 300—25—800 would be appropriate for the Deputy Registrars of Co-operative Societies. The revised scale would assure some increase in emoluments both at the minimum, and the maximum and what is more important would provide for a higher rate of increment in the initial stages to Deputy Registrars and this should particularly benefit promotees.

9. The Joint Registrars of Co-operative Societies exercise all the powers of the Registrar under the Madras Co-operative Societies Act and they assist him generally in the implementation of the various developmental schemes and in the supervision of the subordinate officers. The Head of the Department has suggested a revised scale of Rs. 800—100/2—1,200 for this class of officers. We have been generally chary of proposing any increase in emoluments for officers at this level. We do not find any special reason for deviating from this general approach in respect of Joint Registrars alone. We therefore suggest a revised scale of pay of Rs. 800—50—1,100, providing only for merger of dearness allowance with pay and annual instead of biennial increments.

10. The post of Registrar of Co-operative Societies is borne on the Indian Administrative Service cadre. For non-I.A.S. officers, the present scale is Rs. 1,200—100/2—1,400 and except for the replacement of biennial by annual increment, no change is called for. We therefore propose a revised scale of Rs. 1,200—50—1,400.

11. The organization of milk-supply on a co-operative basis is one of the important programmes of the department. The department has, therefore, a staff of eighteen Dairy Assistants and one Dairy Chemist and one Assistant Dairy Officer and two Dairy Officers to assist the Registrar in the discharge of his responsibilities towards milk-supply societies.

12. The Dairy Assistants and Dairy Chemist assist the co-operative milk-supply unions in establishing feeder societies. They supervise the milking in common milk yards, check adulteration and attend to the valuation and branding of the milch animals purchased out of Government loans. These posts are on a scale of Rs. 175—5—225. We feel that, having regard to the duties and responsibilities of the posts, they should be equated to the posts of Dairy Assistants in the Animal Husbandry Department and accordingly propose a revised scale of Rs. 150—5—175—10—225—15—300. The Assistant Dairy Officer is attached to the Dairy Officer and assists him in the supervision of milk-supply societies, cattle breeding societies, fodder farms, ghee societies, etc., and is also in charge of the Central Milk Testing Laboratory. The post is now on a scale of pay of Rs. 230—20/2—350 and keeping in view the scales proposed by us for similar posts in other departments, we recommend a revised scale of pay of Rs. 300—15—450 for this post.

13. There are two Dairy Officers, the Dairy Officer (Madras State) and Dairy Officer (Milk-supply Union). The former is a State Touring Officer and attends to the formulation of all Plan Schemes. The Dairy Officer (Milk-supply Union) attends to the treatment of sick animals purchased by the members of the feeder societies affiliated to the Union and attends to the preventive inoculation and the branding of animals purchased by the members from Government loans. The existing scale of pay corresponds to that of District Veterinary Officers and as the duties and qualifications are comparable, we suggest for them a revised scale of Rs. 375—25—800 which is the same as that proposed for District Veterinary Officers.

The scales of pay of other posts of minor importance have been indicated in Part IV

CHAPTER XIX.

CINCHONA DEPARTMENT.

1. The Cinchona Department is one of the commercial undertakings of the State Government. The cinchona plantations are situated on the Anamalais and the Nilgiris, on an area of roughly 9,660 acres. There are two quinine factories, one at Naduvattam and the other at the Anamalais. The department is now working at a loss, the loss during 1957-58 being of the order of Rs. 6.27 lakhs. The Government have in recent years been following a cautious policy in the development of the cinchona industry in the State, in view of the sudden fall in the demand for indigenous quinine in the market, after the cessation of the

World War. The Quinine Conference which met at Ootacamund in 1955 also emphasised that in view of the diminishing demand for indigenous quinine, the production of cinchona should be regulated with reference to the demand in the market. The Estimates Committee of the Legislature shared these views, and proposed that the cultivation of cinchona might be restricted to the Anamalais area only, the area on the Nilgiris being utilised for growing medicinal and essential oil plants. The Government examined these recommendations and decided that an effective area of 8,000 acres both in the Anamalais and the Nilgiris should be maintained for sometime to come, that no fresh plantation of cinchona should be undertaken and that the area under cinchona should be gradually reduced with reference to the actual requirements. It was also decided that parts of the area in the cinchona plantations should be brought under essential oil and medicinal plants. In accordance with the above decisions, the Government have recently sanctioned schemes for growing medicinal and essential oil plants in the plantations. The Cinchona Department is manufacturing also Eucalyptus oil on a large scale for commercial purposes. However, in view of the growing use of synthetic anti-malarial drugs, it is doubtful whether this department would be able to turn the corner. One cannot also be optimistic that the scheme for cultivation of medicinal plants and development of essential oils recently sanctioned will make up fully for the diminution in activities in regard to cinchona. The declining importance of this department and the serious losses it has been incurring in recent years are factors to be taken into account in proposing revised scales of pay for the different posts in the department.

2. The existing strength and the scales of pay of the various categories in the department are as follows :—

Serial number and name of the category.	Number of posts.	Existing scale of pay.
(1)	(2)	(3)
		RS.
<i>Categories of staff common to all departments.</i>		
1 Peons	16	18—1—25.
2 Attenders	2	24—1—35.
3 Steno-typists	2	45—3—60—2—90.
4 Typists	10	45—3—60—2—90.
5 Lower Division Clerks	35	45—3—60—2—90.
6 Upper Division Clerks	21	80—5—110.
7 Accountants	2	80—3—95—5—125.
8 Office Superintendents	7	140—5—190.
9 Senior Superintendent	1	190—10—240.
<i>Categories special to the department.</i>		
10 Packer, Grade III	1	15—2/2—19.
Packer, Grade II	1	25.
Packers, Grade I	5	30—1—40.
11 Creche Attendants	12	18—1—25.
12 Lorry Cleaners	5	23.
13 Van Driver	1	35—1—45.
14 Van Driver	1	40—1—50.
15 Lorry Drivers	5	50—1—60.
16 Foreman	1	35—3—50.
17 Building Maistris	6	40—1—60.
18 Transport Supervisor	1	40—2—60—1—70.
19 Fieldmen	2	40—2—60—5/2—75.
20 Fieldmen	25	45—2—85.
21 Packing Supervisor	1	45—3—60—2—90.
22 Electrician	1	50—2—70.
23 Fitters	3	55—1—65.
24 Laboratory Assistants	2	100—5—150—10—200.
25 Laboratory Assistant	1	60—4—100.
26 Overseers	18	65—4—85.
27 Grafting Overseers	2	65—5—85.
28 Check Measuring Overseer	1	80—3—95—5—125.

Serial number and name of the category.	Number of posts.	Existing scale of pay.
(1)	(2)	(3) RS.
<i>Categories special to the department—cont.</i>		
29 Head Overseers, Grade II	4	80—3—95—5—125.
30 Head Overseers, Grade I	2	120—5—150—10—180.
31 Factory Overseers	2	150—5—200—10—250.
32 Engine Drivers	3	70—3—100.
33 Process Assistant	1	70—3—100.
34 Technical Assistant	1	80—5—130—10—160.
35 Technical Assistant (Manurial Scheme) ..	1	135—5—170—10—270.
36 Artist	1	90—3—120.
37 Electrical Supervisor	1	100—5—150.
38 Engineering Supervisors	3	100—5—150—10—250.
39 Agricultural Assistant	1	100—10—200—10—300.
40 Foreman (Mechanical)	1	140—10—240.
41 Assistant Chemists	5	150—5—200—10—250.
42 Process Chemist	1	150—5—200—10—250.
43 Assistant Superintendents (Non-Ministerial) ..	6	150—5—200—10—250.
44 Junior Scientific Assistants	4	160—10—330.
45 Cinchona Propagation Assistant	1	190—10—250.
46 Personal Assistant to the Director of Cinchona.	1	200—30/2—320—40/2—400—50/2—500.
47 Chief Accountant	1	200—30/2—320—40/2—400—50/2—500.
48 Sales Manager	1	250—25/2—400.
49 Propaganda Superintendent (Anamalais) ..	1	230—30/2—260—40/2—500—50/2—700.
50 Superintendents, Cinchona Plantation ..	2	250—30/2—520—40/2—600.
51 Botanist	1	250—25—550—EB—25—750.
52 Agricultural Botanist	1	275—25—500—EB—30—590.
53 Chemist	1	250—25—550—EB—25—750.
54 Research Chemist	1	275—25—500—EB—30—590.
55 Manufacturing Chemists	2	400—50/2—650.
56 Assistant Essential Oil Development Officer ..	1	275—25—500—EB—30—590.
57 Director, Cinchona Department	1	600—50/2—700—75/2—1,000

Of the staff listed above, categories 1 to 9 are common to all the departments, and our recommendations therefor will be found elsewhere.

3. Under the category of Packers, there are seven posts in three grades, viz., one post on Rs. 15—2/2—19 in Grade III, one post on Rs. 25 (fixed) in Grade II and five posts on Rs. 30—1—40 in Grade I. The Director has recommended that Grades II and III may be abolished, retaining Grade I. The work of the Packers in Grade I appears to be somewhat more responsible than that of peons and the existing scale, which is higher than that of attenders seems to be based on a recognition of this fact. So, we recommend a scale of Rs. 55—1—70 for Packers in Grade I and the scale proposed for the peons, viz., Rs. 50—1—60 for the Packers in Grades II and III combined.

4. As regards Van Drivers on Rs. 35—1—45 and Rs. 40—1—50 and Lorry Drivers on Rs. 50—1—60, we have recommended elsewhere that Drivers of light vehicles be allowed a revised scale of Rs. 70—1—80 and of heavy vehicles a scale of Rs. 75—1—85 and we suggest that the same scales may be adopted here also according to the nature of the vehicles, the existing incumbents being protected, if the new scales affect them adversely.

5. There are six posts of Building Maistries on Rs. 40—1—60. The qualifications prescribed for these posts are the same as for Building Maistries in the Public Works Department. So we recommend for this category a revised scale of pay of Rs. 70—2—100, keeping in view our proposals in respect of Building Maistries, Grade II, in the Public Works Department.

6. Then under the category of Fieldmen, there are 25 posts on Rs. 45—2—85 and two posts on Rs. 40—2—60—5/2—75. The Director has recommended that their scale of pay may be on a par with that of lower division clerks. But the qualifications prescribed

for these posts are comparable with those of Fieldmen in the Agriculture Department for whom we have suggested a scale of Rs. 90—3—105—4—125 only. We recommend that the same scale may be adopted for this category and that in future these posts may be filled up by Agricultural Fieldmen and that the special training in Plantation may for such persons be limited to six months.

7. The Laboratory Assistants are now on Rs. 100—5—150—10—200. The Director has suggested that the qualifications prescribed for this post being more or less similar to those of Technical Assistants (Manurial Scheme) who are Agricultural Demonstrators on Rs. 135—270, the scale of pay fixed for them may be allowed for this post also. The qualification prescribed for the Technical Assistant (Manurial Scheme) is a B.Sc. (Agri.) whereas for Laboratory Assistants it is B.A. or B.Sc. degree with Chemistry. The post of Laboratory Assistant cannot be equated to that of the Technical Assistant. However, a comparison can be made with Entomologists in the Public Health Department who are all Science Graduates and for whom we have recommended a revised scale of Rs. 150—5—175—10—225—15—300. We recommend that the same scale may be adopted for this post also, with similar provision for a higher initial pay for persons with higher initial qualifications. There is another post of Laboratory Assistant on a lower scale of Rs. 60—5—100. The qualifications prescribed for this post being also lower, we consider that a revised scale of Rs. 100—5—150 will be adequate for it.

8. There are 18 posts of Overseers and 2 posts of Grafting Overseers on Rs. 65—4—85. The educational qualifications prescribed for the former is S.S.L.C. plus some experience whereas mere experience is sufficient for the latter. As the qualifications are not comparable, we feel that the Grafting Overseers need not be allowed parity with the other Overseers in future. We accordingly recommend a revised scale of Rs. 90—4—110—3—140 for the Overseers and Rs. 90—3—105—4—125 for the Grafting Overseers.

9. Next comes the category of Head Overseer in 2 grades. There are 2 posts in Grade I on Rs. 120—5—150—10—180 and 4 posts in Grade II on Rs. 80—3—95—5—125. The Director has stated that the duties of Overseers, Grades I and II, are similar in many respects and that both the grades may be combined. The qualifications prescribed for Head Overseers in Grade II including the Check Measuring Overseers who are on Rs. 80—125 are comparable to those of Draughtsman, Grade III, in Public Works Department for whom we have recommended a scale of Rs. 120—3—150—5—175. We suggest that the same scale may be adopted for the Check Measuring Overseers and Head Overseers, Grade II. For the Head Overseers, Grade I, we recommend a scale of pay of Rs. 175—10—225, the same scale as for Draughtsmen, Grade II, in the Public Works Department.

10. Then there is one post of Technical Assistant on Rs. 80—5—130—10—160. The qualifications prescribed are B.Sc. (Agri.) or B.Sc. (Botany). We recommend that B.Sc. (Agri.) degree holders appointed as Technical Assistants may be allowed a revised scale of pay of Rs. 200—10—250—15—400 the same scale as that of Agricultural Upper Subordinates. For others, we recommend a scale of pay of Rs. 150—5—175—10—225—15—300 with a higher initial pay as proposed elsewhere, for persons with higher qualifications.

11. The Assistant Chemists and the Assistant Superintendent (Non-Ministerial) are on a common scale of Rs. 150—5—200—10—250. The qualifications prescribed are different. A B.Sc. degree in Chemistry is required for the post of Assistant Chemist, whereas minimum general educational qualification with previous experience is sufficient for the post of Assistant Superintendent. The Assistant Chemist attends to analysing cinchona bark samples in finished quinine and other products and supervise the work in the branches where quinine products are manufactured, whereas the Assistant Superintendents are in charge of plantation division and other items of work connected with planting, maintenance, harvest, correspondence and accounts. Thus though their qualifications are different, they are both engaged in work of the same order of importance. So we recommend that the existing parity may be continued and a revised scale of Rs. 175—10—225—15—375 adopted for these categories, though the scale Rs. 150—300 suggested for Science Graduates elsewhere should normally suffice for these categories also.

12. Next we consider the category of Junior Scientific Assistants on Rs. 160—10—330. These posts were sanctioned in July 1958, for assisting the Research Chemist in extracting and analysing essential oils. The entire cost of the staff is met by the Council of Scientific and Industrial Research. We recommend that the revised scale proposed for Agricultural Upper Subordinates, viz., Rs. 200—10—250—15—400 may be adopted for these posts.

13. There is also a post of Cinchona Propagation Assistant on Rs. 190—10—250. The qualifications prescribed for the post is B.Sc. (Agri.) and in addition, practical training for a period of not less than one year is required. The same scale of pay as Junior Scientific Assistant with one advance increment may therefore be adopted for this post.

14. Among the gazetted staff, the Personal Assistant to the Director is on a scale of Rs. 200—500. The Director has recommended a scale of pay of Rs. 400—30—700 for this post with a special pay of Rs. 50 per mensem for discharging the duties of the Chief Accountant during his absence from headquarters on tour. Having regard to the scales of pay proposed for Personal Assistants of some of the other Heads of Departments, we recommend a scale of pay of Rs. 300—15—450—25—575 for this post. The existing methods of recruitment provide for transfer from the posts of Superintendents in the Food and Agriculture Department of the Secretariat also. In order to assure better chances of promotion for the ministerial staff of the department, we suggest that this provision may be deleted.

15. For the next category of Chief Accountant, who is now on the same scale as the Personal Assistant, viz., Rs. 200—500, the Director has recommended a scale of Rs. 350—30—650. We recommend that this post may be equated with the posts of Junior Accounts Officers in the offices of Heads of Departments and allowed the scale proposed for them, viz., Rs. 300—25—600. This post may also be included in the State Audit and Accounts Service suggested by us.

16. Then there are two posts of Superintendents of Cinchona Plantations on Rs. 250—30/2—520—40/2—600. Having regard to the qualifications prescribed for this post, we consider that a revised scale of Rs. 300—25—700 would suffice for these posts.

17. The posts of Botanist and Chemist on Rs. 250—25—550—EB—25—750 were sanctioned only in April 1958 in connection with the I.C.A.R. Scheme for Research in medical plants. We recommend a scale of pay of Rs. 300—25—800 for these posts.

18. Likewise the posts of Agricultural Botanist and Research Chemist and Assistant Essential Oil Development Officers on Rs. 275—590 were also sanctioned only in July 1958 in connection with the Council of Scientific and Industrial Research Scheme for research on essential oil plants. We recommend a scale of pay of Rs. 375—25—700 for these posts.

19. For the post of Manufacturing Chemist (Quinine Factory, Naduvattam) on a scale of Rs. 400—50/2—650, the Director has recommended a scale of Rs. 420—40/2—500—50/2—750. We consider that a scale of Rs. 375—25—800 (with merger of dearness allowance) would suffice for this category.

20. The Director who is the Head of the Department is now on a scale of Rs. 600—50/2—700—75/2—1,000. We recommend that this post may be allowed a scale of Rs. 900—50—1,100 proposed for a few other Heads of Departments.

Our recommendations in regard to the other isolated posts and posts of minor importance will be found in Part IV.

CHAPTER XX.

EDUCATION DEPARTMENT.

1. The Education Department is responsible for carrying out the policy of the Government in regard to elementary, secondary and special education for boys and girls in the State. Apart from running a few departmental schools, it grants recognition to schools under the management of local bodies and private institutions, and gives them grants according to the provisions of the grants-in-aid code. It lays down rules and regulations governing the conduct of schools, prescribes the syllabus and conducts periodical inspection of schools through its inspectorate.

2. So far as collegiate education is concerned, the department itself runs a few colleges and sanctions grants to private colleges, on the basis of the audited accounts submitted by them. The control of colleges on the academic side, however, vests in the Universities which are autonomous bodies.

3. The department runs a few training schools and training colleges of which the Teachers' College, Saidapet, is the most important. Formerly, the Engineering Colleges in the State were also under the control of the Education Department. But with effect from 1957, they have been transferred to the control of the Director of Technical Education.

4. The Director of Public Instruction is the Head of the Department. He is also ex-officio Commissioner for Government Examinations and Director of Libraries. He is assisted in the administration of the department by Deputy Directors, Divisional Inspectors, District Education Officers, etc.

5. In recent years the State has witnessed a remarkable expansion in the field of elementary and secondary education and this is reflected in an enormous increase in the number of teachers of all grades employed under different agencies—Government, local bodies and aided institutions.

6. We first consider below the revised scales of pay to be allowed for teachers under all agencies and then take up the examination of the scales of pay of the various posts under the Government in the Education Department.

7. The following are the various classes of teachers employed in the institutions under the control of Government, local bodies (such as District Boards, Corporation, Municipalities and Panchayat Boards) and private managements. The qualifications expected of them are also indicated against each of the categories :—

Class of teachers.	Total strength.	Minimum qualification prescribed.
(1)	(2)	(3)
Lower Elementary Grade Teachers	2,388	A pass in V Standard with 2 years' training.
Higher Elementary Grade Teachers	65,008	A pass in III Form or VIII Standard with 2 years' training.
Secondary Grade Teachers	39,320	A pass in S.S.L.C. with 2 years' training.
B.T. Assistants or School Assistants ..	6,765	A degree with B.T. or B.Ed. degree in addition.

8. The scheme of Lower Elementary Grade training has since been abolished and this category of teachers will therefore become extinct in due course with the retirement of the present incumbents.

9. The scales of pay allowed for these categories of teachers by the different agencies are not uniform and even for the purposes of assessment of teaching grants, the Government have recognised some variations in the scales of pay among the same categories of teachers. The following table shows in one view the scales of pay for these categories of teachers under the different agencies :—

Government.	District Boards and Municipalities.	City Corporation.	Aided Institutions.
(1)	(2)	(3)	(4)
	RS.	RS.	RS.
B.T. Assistants—			
Grade I—Rs. 165—5—205 —10—245.	150—10—200	....	} Scales allowed by Government or local bodies.
Grade II—Rs.* 85—5—125 —10—175.	75—5—145	....
Secondary Grade Rs. 45— 3—60—2—90.	45—2—85	.. 45—3—60—2—90.	45—2—85.
Higher Elementary Grade Rs. 30—1—50.	30—1—45	.. 30—1—45—1½—60.	30—1—33.
Lower Elementary Grade Rs. 23—1—35.	23—1—33	.. 30—1—45 ..	20.

In addition to pay in the above time-scales, the teachers employed in institutions under the control of local bodies and private aided managements are also paid dearness allowance and special additional pay at the rates given below equivalent to the total dearness allowance granted to Government servants of the corresponding pay groups including Government teachers :—

Pay.	Rate of dearness allowance.
Up to Rs. 20	Rs. 28 plus Rs. 7 special additional pay.
Rs. 21 to Rs. 39	Rs. 30 plus Rs. 6 special additional pay.
Rs. 40	Rs. 33 plus Rs. 5 special additional pay.
Rs. 41 to Rs. 60	Rs. 34 plus Rs. 5 special additional pay.
Rs. 61 to Rs. 100	Rs. 36 plus Rs. 5 special additional pay.

* B.Ts. are started on Rs. 100, the difference being treated as personal pay to be absorbed in future increments. This is a temporary arrangement.

Teachers drawing pay above Rs. 100 are paid dearness allowance at Government rates. Special additional pay is in effect a kind of dearness allowance the expenditure on which is fully financed by the Government of India. The special additional pay together with dearness allowance in the case of teachers will be exactly equal to the dearness allowance drawn by Government servants on the same pay.

10. In respect of teachers whose total emoluments do not exceed Rs. 100 the local bodies and the private managements are being given a special grant since 1956-57 towards the extra cost due to the special additional pay and enhanced dearness allowance to those teachers.

11. On the advice of the Legislature Committee on Education, the Government set up in 1958 a Committee called the Education Grants Committee to enquire into the present system of grants for school education and to make suitable recommendations for revising the present system and for improvement of organization and management of secondary schools. The Committee has completed the first stage of its work and formulated its "First list of recommendations" covering secondary education. The Committee has *inter alia* proposed that the following should be recognized as the minimum and maximum scales of pay of teachers in Secondary schools for purposes of grants-in-aid :—

	Minimum. (1) RS.	Maximum. (2) RS.
(i) Secondary Grade Teachers	50—3—110—5—120.	50—3—110—5—130.
(ii) L.T. Assistants	100—5—125—10—205.	100—5—140—10—200— 15/2—230.
(iii) Headmasters	200—10—300 ..	250—15—400.

The Committee has also suggested that the Government should insist on the scales of pay given in column (2) above being adopted by private institutions.

12. The Education Grants Committee has since deferred consideration of revision of scales of pay of teachers and the Government have directed that we should consider the question. The tentative proposals of the Education Grants Committee have not yet been approved by Government. But the Committee was presided over by the Secretary to Government in the Education and Public Health Department and the proposals having been published for comments, it is natural that the teaching profession should have come to expect an increase in their present emoluments of at least the order indicated therein. We have therefore taken the tentative scales of pay proposed by the Education Grants Committee into account in determining the revised scales of pay of teachers.

13. The importance of the teaching profession, among various other vocations, is well recognized. It is on the standards of attainment and equipment of teachers, that the quality of education and therefore the progress of the nation, will itself largely depend. It has been generally conceded that the present scales of pay of teachers are low in relation to their responsibilities and that the profession is not attracting the best talents in the country. It has been urged before us that it is only those who fail to secure suitable employment elsewhere that turn to teaching, and that the present state of affairs cannot be remedied unless the scales of pay of teachers are stepped up appreciably. We feel that the present grievances of teachers are genuine and that their emoluments should be considerably raised to secure the necessary improvement in standards of instruction in our schools at all levels. Within the resources available, we have tried our best to suggest improvements in the emoluments of teachers of all grades employed under all agencies, and if our recommendations do not go sufficiently far, it is not for lack of sympathy with the demands of the teachers.

14. As indicated earlier, apart from low scales of pay, the most serious grievance of the teachers is the disparity in emoluments among the teachers employed under different agencies such as Government, local bodies and aided institutions. The Education Department itself has recognized different scales of pay for purposes of assessment of grants. And though the aided institutions are free to give higher scales than that taken into account for purposes of assessment of grants, and in practice a few institutions have already adopted higher scales—it is only natural that the scales of pay taken into account in determining grants-in-aid should also come to be looked upon as the standard scale for adoption. In our view, the present disparities in scales of pay among the teachers employed under different agencies cannot be upheld on any rational basis. Education is now generally recognized as an important national service, and the Government have sought to ensure maintenance of minimum standards in all educational institutions irrespective of their management. The qualifications and training of teachers have all been prescribed on a uniform basis. We therefore consider that all teachers belonging to the same grade and possessing the

same qualifications should be paid alike irrespective of the agency under which they are employed. The revised scales of pay proposed by us may, therefore, be made uniformly applicable to all teachers—those employed under Government, local bodies and aided institutions. Such parity of treatment will remove one of the long-standing grievances of the teaching profession.

15. With these few general observations we now proceed to examine the scales of pay of teachers of different grades.

The category of Lower Elementary Grade Teachers will cease to exist in due course as this scheme of training has been stopped since 1940. We recommend a revised scale of pay of Rs. 55—1—70 for this fast dwindling class of teachers.

16. The Higher Elementary Grade Teachers are numerically the largest class of teachers employed under aided institutions and local bodies. Having regard to their qualifications and special training and the order of increase proposed by us for comparable grades of Government employees, we consider that a minimum total remuneration of Rs. 75 should be assured to them; their maximum pay should also be raised to coincide with the minimum proposed for the next higher grade of teachers. Within the limits thus indicated, we have carefully considered whether a long time-scale such as one running for 20 years or a shorter scale for 15 years could be prescribed. It is well known that teachers have no prospects of promotion and therefore a long time-scale will be appropriate in their case. But as a certain degree of stagnation is in any case recognized as inevitable in this profession, a shorter scale and a quicker run-up to the maximum will be more in the interests of teachers than a longer time-scale with a low rate of increment. Keeping these considerations in view, we recommend a revised scale of pay of Rs. 65—1—70—2—90 for the Higher Grade Teachers.

17. The Secondary Grade Teachers should have completed S.S.L.C. and should also have undergone two years' special training. Those employed under Government have been allowed the same scale of pay as lower division clerks. It has been represented to us that the Secondary Grade Teachers should be allowed a higher initial pay than lower division clerks in view of the special course of training undergone by them. The request for an initial pay higher than that of lower division clerks is not unreasonable, but has to be ruled out as impracticable on financial considerations. If it is remembered that the Secondary Grade Teachers employed under local bodies and aided institutions are now being paid even less than the lower division clerks, it will be a great improvement if they are given as a first step at least the same scale of pay as lower division clerks. We, therefore, recommend a revised scale of pay of Rs. 90—4—110—3—140 for Secondary Grade Teachers under all agencies, thus assuring them parity with lower division clerks. Secondary Grade Teachers employed under Government and local bodies are liable to transfer and it was urged that they should, therefore, be allowed a better scale of pay, at least by way of higher maximum, than the teachers under aided institutions. As we have already pointed out, the present invidious distinction between teachers employed under different agencies has to be removed, and it will be a retrograde step to prescribe a higher scale of pay for teachers employed under any particular agency. All that we can suggest is that transfers of Secondary Grade Teachers employed under local bodies and Government should be kept down to the minimum. It has also to be remembered that teachers employed under Government have some chances of promotion to higher posts and also enjoy a more liberal scale of retirement benefits. We do not therefore consider it necessary to suggest any higher scale of pay for Secondary Grade Teachers employed under Government and local bodies.

18. The School Assistants (B.T. Assistants) occupy a very important place in the Scheme of Higher Secondary Education. It is on the standards of recruitment at their level that the quality of secondary education will ultimately depend. It is the quality of instruction imparted at the secondary education level that shapes the mental equipment of the future citizen of the country in every important walk of life. There are now two grades of School Assistants in Government schools, School Assistants, Grade II, on a scale of Rs. 85—5—125—10—175 and Grade I on Rs. 165—5—205—10—245. But there is only one grade of School Assistants in most of the private schools. It has been urged before us that in view of the increasing opportunities for employment in other sectors, the standards of Graduates seeking to enter the teaching profession have steadily declined; and that in particular it has become difficult to attract Science Graduates to the teaching profession and that therefore their emoluments should be improved appreciably. In view of this, and bearing in mind the tentative proposals of the Education Grants Committee for this class of teachers, we suggest a scale of Rs. 140—5—180—10—250 for School Assistants, Grade II, and for all School Assistants employed under local bodies and aided institutions. For School Assistant, Grade I, employed in Government schools we recommend a revised scale of Rs. 225—10—275—15—350.

19. As regards Headmasters, the Education Grants Committee has recommended two scales, namely, Rs. 200—10—300 for Headmasters of schools with 24 sections and Rs. 250—15—400 for Headmasters with 25 sections and more. Bearing in mind these recommendations, we propose a scale of Rs. 225—15—375 for Headmasters of private schools with 24 sections and below and Rs. 300—15—450 for those in charge of schools with 25 sections and more.

20. The Headmasters and Headmistresses of Government schools are now drawing the same scales of pay of School Assistants, Grade II or Grade I, as the case may be and in addition a special pay of Rs. 25 or Rs. 10 depending on the strength of the school. This arrangement facilitates interchangeability of Headmasters and Headmistresses with the Inspectorate. It is obviously desirable to maintain this interchangeability of staff between the cadre of Headmasters and Headmistresses with field staff such as Senior Deputy Inspectors of Schools. This may, no doubt, mean that in certain cases Headmasters of Government schools may get less than those of private schools. But such cases may not be many, if the present rates of special pay are stepped up to Rs. 20 and Rs. 30 respectively depending upon the strength of the school. It should also be remembered that Headmasters of Government schools have better prospects of promotion than those of private schools.

21. The Government have also referred to us the question of scales of pay to be adopted for teachers of the Higher Secondary Classes corresponding to the Pre-University Course proposed to be introduced in select high schools from 1962-63. These classes, we understand, will be handled by teachers who possess a degree of Master of Arts or Science or have successfully undergone the special course to be conducted by the University. We consider that the scale of pay proposed by us for School Assistants, Grade I, namely, Rs. 225—10—275—15—350 may be allowed for this category. The scale proposed by us coincides except for a lower maximum with the scale proposed for the Assistant Lecturers in Government colleges. A longer time-scale providing for the same higher maximum as Assistant Lecturers may not be appropriate, as these posts will be held largely by promotees from the ranks of School Assistants.

22. The following are the other categories of staff employed in the Education Department under the Subordinate Service other than those in the collegiate and administrative branches :—

Serial number and name of post.	Scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
1 Peons (including lascars, Male Nursing Orderly, Labourers and Helpers).	18—1—25	768
2 Attenders (including Waitress)	22—1—30 and 24—1—35	424
3 Typists and Steno-typists	45—3—60—2—90 plus special pay.	107
4 Lower Division Clerks	45—3—60—2—90.. .. .	718
5 Upper Division Clerks, Grade I	80—5—110—3—125	67
Upper Division Clerks, Grade II	80—5—110.. .. .	79
6 Head Clerk, Grade I	80—5—95—3—125 plus special pay.	1
7 Head Clerks	80—5—110 plus special pay	30
8 Managers	140—5—190	6
9 Junior Superintendents, Grade II	140—5—190	18
Junior Superintendents, Grade I	190—10—240	6
10 Senior Superintendent	250—10—300	1

Higher and Secondary Education Branch.

11 Pandits and Munshis, Grade II	45—3—60—2—90.. .. .	72
Pandits and Munshis, Grade I	85—5—125—10—175	108
12 Physical Training Instructors and Instructresses, Grade II.	45—2—75	25
Physical Training Instructors and Instructresses, Grade I.	50—2—70—2½—95	99
13 Regional Inspectors of Physical Education and Physical Directors and Directresses, Grade II.	100—5—140—10—190	20
Regional Inspectors of Physical Education and Physical Directors and Directresses, Grade I.	200—10—250	
14 Assistant Librarians in Colleges	45—3—60—2—90.. .. .	12

Serial number and name of post.	Scale of pay.	Number of posts.
(1)	(2) RS.	(3)
<i>Higher and Secondary Education Branch—cont.</i>		
15 Librarians in Colleges	80-3-95-5-110	5
16 Librarians in Training Colleges and in the office of the Director of Public Instruction.	85-5-125-10-175	3
17 Assistant Librarians, Government Oriental Manuscripts Library.	85-5-125-10-175	2
18 Librarian, Government Oriental Manuscripts Library.	150-5-200-10-250	1
19 Film Librarian	140-5-190	1
<i>Other Instructors.</i>		
20 Weaving Instructors	45-3-60-2-90	71
21 Sewing Mistresses	45-3-60-2-90	22
22 Teachers of Arts in Training Colleges and Secondary and Training Schools.	45-3-60-2-90	65
23 Craft Instructors, Grade I	45-3-60-2-90	14
24 Craft Instructors, Grade II	35-2-55	
25 Rattan Work Instructors, Grade I	45-3-60-2-90	3
26 Rattan Work Instructors, Grade II	35-2-55	
27 Manual Training Instructors, Grade II	45-3-60-2-90	16
28 Manual Training Instructors, Grade I	60-4-100	
29 Junior Instructors in Textile Technology	50-3-80	4
30 Senior Instructors in Textile Technology	85-5-125-10-175	2
31 Secretarial Assistants	85-5-125-10-175	11
32 Instructors for Drawing and Painting	85-5-125-10-175	4
33 School Assistants for Home Science	85-5-125-10-175	7
34 Music Teacher	85-5-125-10-175	1
35 Assistant Engineering Instructors	85-5-125-10-175	3
36 Manual Training Expert	85-5-125-10-175	1
37 Commercial Instructors	60-4-100	11
38 Engineering Instructors	100-5-120-10-200	7
39 Agricultural Instructors	100-5-150-EB-10-220	3
<i>Miscellaneous posts.</i>		
40 Maistries	25-1-35	3
41 Gasman and Gas Assistants	25-1-40	13
42 Menders in Government Oriental Manuscripts Library.	30-1-50	4
43 Binders	35-3-50	2
44 Attenders for Engineering Course	30-1-40	10
45 Battery Room Attendant	35-2-55	1
46 Deputy Wardens	35-1-60	6
47 Sergeants	35-3-50-EB-3-80	7
48 Gas Superintendent in Government Colleges	40-2-60-1-65	1
49 Herbarium Keepers	40-2-60-1-70	3
50 Museum Keepers		
51 Store-keepers	45-3-60-2-90	7
52 Film Examiners	45-3-60-2-90	2
53 Pharmacists	45-2-85	3

Serial number and name of post.	Scale of pay.	Number of posts.
(1)	(2)	(3)
	RS	
<i>Miscellaneous posts—cont.</i>		
54 Lorry Drivers	40—1—50	2
55 Glass Blower	40—2—50—1—65.. .. .	1
56 Carpenters	40—2—60	2
57 Blacksmith	40—2—60—1—70.. .. .	1
58 Driver Mechanic	60—2—80	1
59 Artist (Photographer)	60—4—100.. .. .	1
60 Music Teachers (Part-time)	30 (fixed)	11
61 Lecturers in Music (Part-time)	75 and 100 (fixed)	5
62 Medical Officers (Part-time)	150 (fixed)	6

Of the staff enumerated above, categories 1 to 10 are common to all departments. We examine below the scales of pay of some of the other categories.

23. Pandits and Munshis, Grades II and I, are now on the same scale of pay as Secondary Grade Teachers and School Assistants, Grade II, respectively, and we propose that this parity may be maintained for them.

24. Physical Training Instructors, Grade II, are on the scale of Rs. 45—2—75 and those in Grade I on Rs. 55—2—75—2½—95. Physical Training Instructors in Grade II are completed S.S.L.Cs. with Lower Grade Certificate in Physical Education while those in Grade I are S.S.L.C. holders with Higher Grade Certificate in Physical Education. As the scales of pay of the two grades overlap to a large extent, we recommend that the two grades may be merged and allowed a uniform scale of pay of Rs. 90—4—110—3—140, a special pay of Rs. 5 being allowed in addition to those with Higher Grade Certificate in Physical Education.

25. Regional Inspectors of Physical Education and Physical Directors and Directresses, Grade II, are now on the scale of Rs. 100—5—140—10—190. Till 1951 they were equated with School Assistants, Grade II. As they have already had the benefit of a revision of their scale of pay, we do not consider it necessary to allow them now the same order of increase as others, and accordingly recommend a revised scale of Rs. 140—5—180—10—250 for them.

26. Regional Inspectors of Physical Education, Physical Directors and Directresses, Grade I, now draw pay in the scale of Rs. 200—10—250. They drew the same pay as Assistant Lecturers in the Arts Colleges till 1951 when the scale was revised to the present level. Their scale of pay coincides with the higher slab of the scale of pay of Assistant Lecturers. The holders of these posts too have had the benefit of a revision of scales recently; having regard to this and their qualifications we consider it sufficient if they are allowed a revised scale of Rs. 250—10—300.

27. The Librarians in Training Colleges and in the office of the Director of Public Instruction and the Assistant Librarians, Government Oriental Manuscripts Library, are now in the same scale as School Assistants, Grade II. We, therefore, recommend for them the same scale as proposed for School Assistants, Grade II, viz., Rs. 140—5—180—10—250 for them.

28. The Librarian, Government Oriental Manuscripts Library, is now on the same scale as that of Assistant Lecturers, viz., Rs. 150—5—200—10—250. As the qualifications too are comparable, we recommend the revised scale proposed for them, viz., Rs. 225—10—275—15—425 for this post.

29. The scale of pay of the Film Librarian was fixed recently in 1956 and we recommend for this post a revised scale of Rs. 180—5—200—10—250.

30. We do not recommend any change in the emoluments of Music Teachers, Lecturers in Music and Medical Officers (categories 60 to 62 in the statement above) as they are all part-time employees.

31. Our recommendations in regard to the scales of pay of the other categories will be found in Part IV.

32. We next consider the revision of the scales of pay for the posts in the collegiate branch and administrative branches of the Education Department.

The existing strength and the scales of pay of the various posts in the collegiate branch and in the administrative branch of the Education Department are as shown below :—

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2) RS.	(3)
Collegiate Branch.		
1 Tutors and Demonstrators in Arts Colleges ..	80—5—120—10—140	143
2 Assistant Professors and Assistant Lecturers in Arts Colleges.	150—5—200—10—250	233
3 Lecturers in Arts Colleges	230—30/2—260—40/2—500	45
4 Professors in Arts Colleges	300—40/2—500—50/2—800	25
5 Chief Professors, Presidency College	500—50/2—700—75/2—1,000	7
6 Principals and Senior Lecturers of Arts Colleges.	500—50/2—800	6
7 Principal, Presidency College	800—100/2—1,000 plus special pay of Rs. 200.	1
8 Junior Assistant Professors and Assistant Lecturers.	85—5—125—10—175	32
9 Physical Directors	230—30/2—260—40/2—340	2
10 Micro Analyst	230—30/2—260—40/2—500	1
11 Research Assistants	150—5—200—10—250	2
Administrative Branch.		
12 Junior Deputy Inspectors of Schools	65—4—105—5—125	126
13 Deputy Inspectors of Schools, Grade II	85—5—125—10—175	216
14 Deputy Inspectors of Schools, Grade I, and Personal Assistants to District Educational Officers.	165—5—205—10—245	12
15 Auditors	85—5—120—10—250	20
16 District Educational Officers, Grade II	230—30/2—260—40/2—500	34
17 Inspectresses of Girls' Schools		
18 Inspectors of Anglo-Indian Schools		
19 Personal Assistants to the Director of Public Instruction.		
20 Chief Inspector of Physical Education		
21 Women Specialist in Physical Education		
22 Special Officer for Libraries		
23 Special Officer for Text Books	300—40/2—500—50/2—800	3
24 Technical Education Officer		
25 Audio-visual Education Officer		
26 Curator, Government Oriental Manuscripts Library.		
27 District Educational Officers, Grade I	300—40/2—500—50/2—800	3
28 Principal, Government School for the Blind ..	300—30/2—420—40/2—500—50/2—650.	1
29 Divisional Inspectors of Schools	600—100/2—1,000	2
30 Deputy Directors of Public Instruction	600—100/2—1,000	3
31 Director of Public Instruction	1,500—150/2—1,800	1
Posts in Training Colleges.		
32 Tutors in Training Colleges	85—5—125—10—175	8
33 Assistant Lecturers in Training Colleges	165—5—205—10—245	40
34 Headmasters and Headmistresses, Grade II. ..	230—30/2—260—40/2—340	26
35 Headmasters and Headmistresses, Grade I. ..	230—30/2—260—40/2—500	
36 Lecturers	230—30/2—260—40/2—500	21
37 Principals and Senior Lecturers in Training Colleges.	500—50/2—800	5
38 Principals, Teachers' College, Saidapet, and Government Basic Training College, Orathanad.	600—100/2—1,000	2

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
<i>Posts in Central College of Karnataka Music.</i>		
39 Lecturers in Music,	175—5—200—10—250	5
40 Professors of Vocal Music	250—50/2—500	2
41 Principal	500—50/2—750	1

33. It will be seen that the collegiate section consists exclusively of the teaching staff in Arts Colleges, while the administrative section includes the staff on the inspectorate as well as the teaching staff in Training Colleges. The posts in the administrative branch are interchangeable with those in the Training Colleges but not with those of the collegiate branch. The qualification prescribed for the initial recruitment of Assistant Lecturers in Arts Colleges is a First Class or Second Class M.A. or Honours Degree, while even a Third Class Degree in a pass course will be sufficient for the posts of Deputy Inspectors of Schools who eventually also get promoted to the posts of District Educational Officers and other higher posts in the administrative branch. The scales of pay of the teaching staff in Arts Colleges have therefore to be determined with reference to considerations which need not necessarily apply to the administrative section.

34. With a view to attract the best talents to the teaching posts in colleges, the University Grants Commission has suggested the upgrading of the salary scales of teachers in constituent and affiliated colleges of the Universities and has also offered grants towards the extra cost at the rate of 50 per cent for men's colleges and 75 per cent for women's colleges provided the State Government, the University and the Colleges are prepared to meet the balance of the extra cost. The following statement shows in one view the scales of pay recommended by the University Grants Commission for the various categories in the Arts Colleges, the scales of pay allowed by the University of Madras, the scales of pay generally adopted by the aided colleges as recommended by the University and the existing scales of pay in Government colleges :—

(1)	Scales recommended by the University Grants Commission. (2) RS.	Scales allowed by the University. (3) RS.	Scales generally adopted in aided colleges. (4) RS.	Present scales of pay in Government colleges. (5) RS.
Lecturers	200—15—320 —20—500.	200—15—350 —20—450 —25—500.	150—10—300.	Assistant Lecturers : Rs. 150—5—200—10—250.
Senior Lecturers	300—25—600.	(Readers) 400—25—600.	250—15—400 —25—500.	230—30/2—260—40/2—500.
Heads of Departments, or Professors.	400—25—700.	..	..	300—40/2—500—50/2—800.
Chief Professors, Presidency College.	..	..	..	500—50/2—700—75/2—1,000.
Principal, I Grade Colleges.	600—40—800.	(Professor) 750—50—1,000.	400—25—600 —25—800.	Principals of Arts Colleges : 500—50/2—800 (including Training Colleges).
Principal Presidency College.	..	..	..	800—100/2—1,000 plus special pay of Rs. 200.
Principal, Teachers' College, Saidapet, and Basic Training College, Orathanad.	..	..	..	600—100/2—1,000.

35. The University Grants Commission is prepared to consider any slight variation in the scales required by local conditions if the minima are not lowered and the maxima are not exceeded. The financial assistance from the University Grants Commission is limited only to the period of the Second Five-Year Plan, and after the plan period, the entire extra cost may have to be met either by the managements or the State Government or by both. Further, the scheme applies only to the aided colleges in the State and not to Government colleges. The total number of aided colleges in the State is 49 out of which

35 are men's colleges and 14 are women's colleges. We gather that almost all the colleges have come forward with proposals to upgrade the scales of pay of teachers on the lines suggested by the University Grants Commission. The increased expenditure on account of teaching grants to private colleges that will ultimately have to be met by the Government after the Commission withdraws its assistance has been estimated at Rs. 7 lakhs.

36. It is over a year since the University Grants Commission's offer of financial assistance towards the upgrading of scales of pay of teaching staff in aided colleges was made. The Government have not been able to take any decisions on the implementation of the proposals in view of certain practical difficulties. In the first instance, the Commission's offer of financial aid is limited to private colleges, and the Government who will have to bear a portion of the additional cost in giving effect to the improved scales of pay for the staff in private colleges, cannot legitimately deny parity of treatment to their own staff working in Government colleges. The State Government have therefore urged that the University Grants Commission's offer of financial assistance should be supported by a similar offer from the Education Ministry of the Government of India to share the cost of raising the scales of pay of the teaching staff in Government Colleges. There is also an apprehension in some quarters that the scales of pay decided on for college teachers may have to be extended to comparable posts in the administrative branch of the Education Department, and in particular to posts in training colleges. The delay in implementing the proposals of the Commission is also due to the feeling that the question of scales of pay of the teaching staff in colleges cannot be considered in isolation, but should be treated as part of the larger question of raising the pay of all categories of teachers.

37. We have carefully considered the proposals of the University Grants Commission and indicate briefly our approach to the problem of revision of scales of pay of teaching staff in colleges. We share with the University Grants Commission its anxiety to improve the conditions of service of teaching staff in colleges, for there has probably been a considerable lowering of standards of teaching personnel in recent years and no progressive nation can allow deterioration of standards in the highest levels of learning. We are therefore of the view that the University Grants Commission's recommendations should be broadly accepted and the scales of pay of teachers in Government Colleges as well as aided colleges should be improved. We are unable to support the view that the scales of pay of college teachers should necessarily be considered along with those of teachers at lower levels and that co-ordinated decisions should be taken. The problem of improvement of the emoluments of teachers is so vast that if it cannot be tackled in its entirety, it may be advantageous to deal with it in sections. We have to make a bold beginning somewhere, and in view of the financial assistance offered by the University Grants Commission we may as well begin at the University level. Further, we have now dealt with the scales of pay of other teachers also, and to the extent possible in the existing circumstances, we have formulated recommendations for improving the conditions of service of other categories of teachers. The implementation of the recommendations of the University Grants Commission need not therefore be deferred any longer on the ground that some relief should first be given to the other categories of teachers. We do not also attach importance to the apprehension that the raising of the scales of pay of college staff will necessarily have repercussions on the administrative staff of the department. The standards and qualifications expected of college teachers, at any rate the standards that ought to be expected of them, are far higher than those expected of staff such as District Educational Officers on the administrative side. The work of a District Educational Officer is, in practice, largely regulatory and administrative, and cannot be compared to that of a Lecturer, who should necessarily be a man of high academic attainments, with a love for his subject and aptitude for research. Further, the scales of pay of administrative officers like the District Educational Officers should have some regard to the scales of pay of officers with similar responsibilities at the district level, whereas in the case of teaching staff of Arts Colleges no such comparison with officers of other departments is possible or necessary. The interchangeability of staff between training colleges and the administrative staff does not seriously militate against our view that scales of pay in the collegiate and administrative branches could be fixed on independent considerations. We have analysed the present structure of the scales of pay in training colleges and have found that if a suitable teaching special pay is attached to posts at certain levels in training colleges, it will be possible to ensure for such teaching staff more or less the same emoluments as the teaching staff with similar qualifications in Arts Colleges.

38. There are thus no serious difficulties in adopting the recommendations of the University Grants Commission for the improvement of the scales of teachers in colleges. But, the scales of pay suggested by them will have to be adapted with reference to local needs and circumstances. In the chapter on "Technical Education" we discuss at some length the difficulties in adapting *in toto* for employees in this State the scales of pay suggested on an all-India basis with reference to conditions in the country as a whole. The emoluments of Government employees and teachers in this State are generally lower than

those of comparable grades of staff under some of the other State Governments and the Government of India. The scales of pay suggested by an all-India body for any special category of staff, such as college teachers, have therefore to be suitably modified in their application to the staff in this State. We have therefore taken the scales of pay of the University Grants Commission as only indicating the broad lines on which the present emoluments of college teachers should be improved, and have tried to evolve a rational pay structure for the different categories of staff of colleges with reference to the present scales of pay.

39. Tutors and Demonstrators of Arts Colleges are on a lower scale of pay than Deputy Inspectors, School Assistants and Headmasters, Grade II, although the qualification prescribed for them is higher than that laid down for Deputy Inspectors of Schools, etc. The enhanced scale of pay proposed by the University Grants Commission, viz., Rs. 150—200, is presumably related to their other suggestion that the posts of Tutors and Demonstrators should be held on contract. As, however, Tutors are being recruited in this State on a permanent basis, we consider that a revised scale of Rs. 140—5—180—10—250 would be fair and adequate for this category.

40. The Assistant Professors and Assistant Lecturers (corresponding to Lecturers in private colleges) are now on the scale of Rs. 150—5—200—10—250. The University Grants Commission has recommended a scale of Rs. 200—15—320—20—500 for such persons. We have generally taken the view that it is the starting pay and the pay in the initial stages that influence the quality of recruitment to any post. The maximum of the time-scale of any post is not of the same importance, as deserving men would get promotion before the maximum is reached. The scale proposed by the University Grants Commission for Lecturers will also give rise to some practical difficulties, as the scale for Senior Lecturers overlaps considerably that for Lecturers and the maximum of Senior Lecturers is only Rs. 100 higher than that of Lecturers. A pay of Rs. 300 will be reached in the seventh year of service in the Lecturer's scale and, in this view, the initial pay of Rs. 300 for the Senior Lecturer will be too low. The scale of pay suggested by the University Grants Commission cannot therefore be fully accepted, though the initial pay proposed by them is reasonable. Taking all factors into consideration, we consider that a revised scale of Rs. 225—10—275—15—425 will be fair and adequate for Assistant Professors and Assistant Lecturers (and also Lecturers in private colleges). We would like to point out that the initial pay proposed for Assistant Lecturers is the same as that proposed for Engineering Graduates in Public Works and other departments.

41. For Senior Lecturers, who correspond to the category of Lecturers in Government colleges now on a scale of Rs. 230—500, the University Grants Commission has recommended a scale of Rs. 300—25—600. We recommend a revised scale of pay of Rs. 350—25—650 for this category. We would like to clarify here that the University Grants Commission had not contemplated any merger of dearness allowance with pay, whereas our scales provide for the merger of the bulk of dearness allowance with pay. Whenever, therefore, we observe that scales of pay proposed by us correspond more or less to those of the University Grants Commission, comparisons are made in terms of total emoluments and not merely of basic pay.

42. For Heads of Departments and Professors, the University Grants Commission has proposed a revised scale of Rs. 400—25—700. This category is comparable to that of Professors in the Presidency College for whom a scale of pay of Rs. 300—800 has been fixed, but not yet implemented. Keeping in view the University Grants Commission's recommendations, we recommend for Professors in Presidency College a revised scale of Rs. 450—25—800 and this scale may be extended also to Professors in other aided colleges offering post-Graduate courses of study.

43. The post of Chief Professors of Presidency College was first created in 1948 on a scale of Rs. 300—1,000. As this scale was found inadequate to attract highly qualified men to the post the scale of pay was raised in 1951 to the present level of Rs. 500—50/2—700—75/2—1,000. This scale does not call for any considerable improvement and we therefore recommend a revised scale of Rs. 600—40—1,000—50—1,100 for these posts. It will be noticed that the initial pay of this scale has been raised a little and that a higher rate of increment has been proposed.

44. The University Grants Commission has recommended a scale of Rs. 600—40—800 for the Principals. Having regard to the scales of pay proposed for the lower grades of teaching staff in colleges and consistently with the new rationalised scales of pay evolved by us for other categories of staff, we recommend a revised scale of Rs. 600—30—900 for this category.

45. There are certain posts of Junior Assistant Professors and Assistant Lecturers in Languages in Government Colleges. They are usually promoted from the category of Pandits or Munshis, Grade II. The School Assistants and Headmasters, Grade II, are also liable to be appointed on transfer as Junior Assistant Professors and Lecturers. It is

with a view to facilitate such transfers that the same scale of pay as that of School Assistants, Grade II, has been fixed for this category. We therefore propose for these posts a revised scale of Rs. 140—5—180—10—250, as for School Assistants, Grade II.

46. There are now two posts of Physical Directors in the Arts Colleges on the scale of Rs. 230—30/2—260—40/2—340 which is the same as that of Headmasters, Grade II, and coincides with the lower slab of the scale of pay of Lecturers, District Educational Officers, Grade II, etc. We do not see strong reasons for allowing them the scale we have proposed for Lecturers as the qualifications are not comparable. Hence, we recommend a scale of Rs. 300—15—450—25—500 for these two posts.

47. The post of Micro Analyst on the scale of Rs. 150—5—200—10—250 was recently gazetted on the scale of Rs. 230—500 as for Lecturers in Arts Colleges. We therefore recommend a revised scale of pay of Rs. 350—25—650 for this post.

48. The Research Assistants have been equated to the Assistant Professors and Assistant Lecturers and may therefore be placed on a revised scale of pay of Rs. 225—10—275—15—425.

49. We now turn to the revision of the scales of pay of posts in the administrative branch of the Education Department.

The Junior Deputy Inspectors of Schools work under the Deputy Inspectors and they assist them in the inspection of elementary schools, libraries, adult literacy schools, etc., and assessment of grants payable to aided elementary schools within their range.

The existing scale of pay of this category, viz., Rs. 65—4—105—5—125 is higher than that of the Secondary Grade Teachers but less than that of School Assistants, Grade II. We accordingly recommend a revised scale of Rs. 125—5—175 for this category, to which we understand there would be no recruitment in future.

50. The Deputy Inspectors of Schools, Grades I and II, are in charge of elementary education in their jurisdiction. The inspection of elementary schools, libraries, adult literacy schools and school meal centres and assessment of teaching grants to aided elementary schools form part of their duties. They also assist the District Educational Officers in the inspection of secondary schools. The Deputy Inspectors of Schools are now in the same scale of pay as School Assistants, Grades I and II. We therefore recommend for them the scale of pay we have proposed for School Assistants, Grades I and II, viz., Rs. 140—5—180—10—250 and Rs. 225—10—275—15—350 respectively. The Personal Assistants to the District Educational Officers are appointed from among Deputy Inspectors of Schools, Grade I, and they have been equated to Deputy Inspectors, Grade I. We therefore recommend for them the scale of pay of Rs. 225—10—275—15—350 proposed by us for Deputy Inspectors, Grade I.

51. The posts of Auditors were recently created for auditing the accounts of schools and orphanages under all managements and for the purpose of assessing grants payable to institutions under local bodies and private managements. The existing scale roughly corresponds to a combination of the scales of Deputy Inspectors of Schools, Grades I and II. Recruitment is now made to these posts also from among Deputy Inspectors. We recommend that in future these posts may be designated as Deputy Inspectors (Accounts) and filled only from among Deputy Inspectors of Schools and allowed the pay recommended by us for them, viz., Rs. 140—5—180—10—250 and Rs. 225—10—275—15—350. We leave it to the Government to determine the strength in each of the two grades.

52. Till 1947, the District Educational Officers and other Administrative Officers in the Madras Educational Service were on a scale of pay running continuously from Rs. 230 to Rs. 700. In 1947, the Government felt that in view of their inadequate scales of pay, the Gazetted Officers in the Inspectorate of the Education Department lacked the status and equipment necessary for the proper discharge of their duties. This led to the reorganization of the cadre of District Educational Officers in two grades—a Grade I on Rs. 300—800 and a Grade II on Rs. 230—500. The actual number of posts to be borne on Grade I and Grade II has not yet been determined, but we understand that the Government had tentatively decided in 1954 that 50 per cent of the substantive posts of District Educational Officers, Inspectresses of Girls' Schools and Lecturers in Training Colleges should be placed in Grade I and the remaining 50 per cent of the substantive posts and all temporary posts in Grade II. There are however only 3 District Educational Officers, all direct recruits, now on Rs. 300—800 while all the other District Educational Officers and Officers of similar status are shown under Grade II.

53. All District Educational Officers, whether they are in Grade I or Grade II, discharge the same responsibilities. There is no dearth of opportunities of promotion for them to warrant the retention of a higher grade as a selection grade. The Director of Public Instruction himself has suggested to us that the two grades may be combined. We accordingly recommend that the existing two grades may be combined, and a uniform scale of

Rs. 300—25—800 adopted for the post of District Educational Officers. We recommend the same scale of pay for the Personal Assistant to the Director of Public Instruction, the Special Officer for Libraries, the Special Officer for Text Books, the Technical Education Officer, the Audio-visual Education Officer, the Chief Inspector of Physical Education, the Woman Specialist in Physical Education, the Inspectresses of Girls' Schools and the Inspectors of Anglo-Indian Schools who have all been graded with the District Educational Officers.

54. The Director of Public Instruction suggested to us that promotees to the posts of District Educational Officers, etc., should be given two advance increments, as they get promotion only at a very late stage in their service and that very few of the promotees could hope to draw the maximum before retirement. This is not a grievance peculiar to the Education Department and it will be difficult to show the promotees in this department alone a concession denied to comparable officers of other departments.

55. The Principal of the Government School for the Blind was allowed a scale of Rs. 230—700 as for Lecturers in Arts Colleges, etc., when the school was taken over by the Government in 1950. The post was kept in abeyance in May 1951 but was revived in October 1953, on the present scale of pay of Rs. 300—650. In view of the special qualifications required for manning the post, we recommend a revised scale of Rs. 375—25—800 for this post.

56. The qualification prescribed for recruitment to the post of Curator, Oriental Manuscripts Library, is a First or Second Class Degree of M.A. or Honours in Sanskrit, Tamil or Telugu. In view of the high qualifications prescribed for the post, we recommend a scale of Rs. 350—25—650 for it, as for Lecturers in Arts Colleges.

57. The Deputy Directors of Public Instruction and the Divisional Inspectors of Schools are now on the same scale of pay of Rs. 600—100/2—1,000. The Deputy Directors are in receipt of a special pay of Rs. 50 per mensem in addition to their grade pay. We recommend for these posts a revised scale of pay of Rs. 700—50—1,100 and for Deputy Directors alone a special pay of Rs. 50 in addition.

58. The Director of Public Instruction is the Head of the Department. He is also the *Ex-Officio* Commissioner for Government Examinations and Director of Libraries. He is now on a scale of pay of Rs. 1,500—150/2—1,800. Having regard to the rate of increment allowed for other Heads of Departments we suggest a revised scale of Rs. 1,500—50—1,800, the existing incumbent being protected.

59. *Teachers in Training Colleges.*—Tutors in Government Training Colleges are now on the same scale as School Assistants, Grade II. We recommend that the scale proposed by us for School Assistants, Grade II, may be adopted for these posts, viz., Rs. 140—5—180—10—250.

60. Assistant Lecturers in Training Colleges now draw the pay admissible for School Assistants, Grade I, viz., Rs. 165—5—205—10—245. We recommend for them a revised scale of Rs. 225—10—275—15—350 with a special pay of Rs. 30 for those with a degree of Master of Arts or equivalent qualification.

61. Headmasters and Headmistresses belonging to the Gazetted cadre, are those employed in the Government Training Schools and the Special Schools for Girls. There are now two grades on the scales of Rs. 230—30/2—260—40/2—340 and Rs. 230—30/2—260—40/2—500. The Director of Public Instruction represented to us that the posts of Headmasters and District Educational Officers were interchangeable and that the two grades should be merged and allowed the same scale as proposed for District Educational Officers. We agree with the Director and recommend a unified scale of Rs. 300—25—800 for the two grades of Headmasters as for District Educational Officers.

62. Lecturers in Training Colleges are on the same scale as Gazetted Headmasters, Grade I, and District Educational Officers, Grade II. They are generally recruited by transfer from Assistant Lecturers in Training Colleges. They may also be recruited direct from among teachers employed in recognized non-Government Secondary Schools. They are liable to be transferred as District Educational Officers, Grade II. We therefore recommend for them a scale of Rs. 300—25—800 as for District Educational Officers.

63. The Principals and Senior Lecturers of Training Colleges are now on the scale of Rs. 500—50/2—800. We recommend for them a revised scale of Rs. 600—30—900.

64. The Principals of the Teachers' College, Saidapet, and the Basic Training College, Orathanad, are now on the same scale as Divisional Inspectors, Deputy Directors, etc. We recommend for them a scale of Rs. 700—50—1,100 as for Deputy Directors, Divisional Inspectors, etc.

65. The Central College of Karnataka Music was started in 1949 at the instance of the Government of India with a view to making adequate provision for higher training in music in South India. The College has now been retained on a permanent basis and is administered by a Board of Management with the Director of Public Instruction as its Chairman. The College provides for a 2-year course of study leading to the Sangeetha Vidvan Title examination conducted by the Commissioner for Government Examinations. The full-time lecturers in the College were originally paid a fixed pay of Rs. 200 per mensem. The present time-scale of pay of Rs. 175—5—200—10—250 was introduced recently in 1959. As their scale of pay has been fixed only recently and as they can augment their income by private tuition and concerts, we do not consider it necessary to give them the same order of increase as for other Government servants. We therefore propose for them a revised scale of Rs. 200—10—300. For the Professors and Principal, we recommend a revised scale of Rs. 300—25—600 and Rs. 600—30—900 respectively.

CONNEMARA PUBLIC LIBRARY.

66. The Connemara Public Library functions as the Central Library under the Madras Public Libraries Act of 1948. This Library has been declared as one of the Libraries, entitled to receive free of cost under the Delivery of Books (Public Libraries) Act, 1954, a copy of each book or periodical published in any part of India.

67. The present strength of the different categories of staff employed in this Library and their scales of pay are as shown below :—

Serial number and name of post.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
1 Peons	18—1—25	15
2 Attenders	24—1—35	6
3 Typists	45—3—60—2—90 plus special pay.	2
4 Lower Division Clerks	45—3—60—2—90	4
5 Lower Division Assistants	45—3—60—2—90	8
6 Upper Division Assistant	80—3—95—5—110	1
7 Reference Assistants	80—3—95—5—110	2
8 Assistant Classifiers	80—3—95—5—110	4
9 Classification Assistant	100—5—150	1
10 Manager	120—5—170	1
11 Assistant Librarian	150—5—250	1
12 Deputy Librarian	165—5—205—10—245	1
13 Librarian	230—30/2—260—40/2—500	1

Of the above staff, categories 1 to 6 are common to all departments and their scales have been indicated elsewhere. The Reference Assistants and Assistant Classifiers are now on the same scale as Upper Division Clerks, and may be allowed the revised scale proposed for Upper Division Clerks.

68. There is one post of Classification Assistant on a scale intermediate between those of Upper Division Clerks and Junior Superintendents. We recommend that a scale of Rs. 150—5—200 may be adopted for this post.

69. For the Manager, we recommend a revised scale of Rs. 175—5—225 having regard to the scale proposed for comparable staff in other departments.

70. The Assistant Librarian and Deputy Librarian are almost on the same scale. Though the minimum and the rate of increment are lower in the case of Assistant Librarian, the maximum is higher. The scale of the Deputy Librarian corresponds to that of School Assistants in selection grade. We consider that the two grades may be merged and both of them allowed the same scale as that proposed for the School Assistants (Selection Grade), viz., Rs. 225—10—275—15—350.

71. The only Gazetted post in this department is that of the Librarian whose present scale corresponds to that of District Educational Officers. We accordingly recommend that the Librarian may be allowed the revised scale of pay proposed for the District Educational Officers, viz., Rs. 300—25—800.

COMMISSIONER FOR GOVERNMENT EXAMINATIONS.

72. The Director of Public Instruction is the Ex-Officio Commissioner for Government Examinations and the office of the Commissioner forms part of the Education Department. The Commissioner is assisted by a Deputy Commissioner for Government Examinations of the rank of a Deputy Director of Public Instruction. The strength of the department and their scales of pay are furnished in the statement below :—

Serial number and name of post.	Scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
1 Attenders	24—1—35	5
2 Typists and Steno-typists	45—3—60—2—90 plus special pay.	5
3 Lower Division Clerks	45—3—60—2—90	31
4 Upper Division Clerks, Grade I	80—5—110—3 125	6
5 Upper Division Clerks, Grade II	80—5—110	13
6 Accountant	140—5—190	1
7 Junior Superintendents	140—5—190	7
8 Senior Superintendent	190—10—240	1
9 Sergeant, Grade I	50—3—80	1
<i>Gazetted.</i>		
10 Secretary to the Commissioner for Government Examinations.	230—30/2—260—40/2—500—50/2—700.	1
11 Deputy Commissioner for Government Examinations.	600—100/2—1,000 plus Rs. 50 special pay.	1

73. All the non-gazetted posts, except that of the Sergeant belong to the common categories for which we have recommended revised scales of pay elsewhere. The Sergeant may be allowed the revised scale of pay proposed for a similar post in the Education Department.

74. Among the gazetted staff, the posts of Secretary to the Commissioner and Deputy Commissioner for Government Examinations carry at present the same scales of pay as the District Educational Officers and Deputy Director of Public Instruction respectively in the Education Department. The revised scales recommended for the posts may, therefore, be adopted for these posts also.

CHAPTER XXI.

FOREST DEPARTMENT.

1. A separate Forest Administration was set up for the first time in the Madras Province in 1856, and this was followed by legislation in 1882 setting apart an area of about one-eighth of the Province as reserve forests. Later a Committee appointed in 1913 recommended that such reserved forests as were solely intended to ensure a continuous supply of fuel, grazing and agricultural requirements might be entrusted to Panchayats composed of village interests. Accordingly some minor reserved forests in a few districts were transferred to the Forest Panchayats for management under the control of the Revenue Department. But this experiment proved a failure and the minor forests were thereafter transferred to the control of the Forest Department. Legislative measures undertaken by the Government in the recent years for the preservation of private forests and for the taking over the ex-zamin forests have contributed to the increase of work in the Forest Department with consequential increase of staff also.

2. The existing strength and the scale of pay of the several categories of staff employed at present in the department are as follows :—

Serial number and name of category.	Number of posts.	Existing scale of pay.
(1)	(2)	(3) RS.
1 Peons	268	18—1—25
2 Attenders	6	24—1—35
3 Lower Division Clerks	283	45—3—60—2—90
4 Typists and Steno-typists	49	45—3—60—2—90
5 Upper Division Clerks	22	80—5—110
6 Head Clerks (District Forest Offices)	23	80—5—110
7 Accountants	21	80—5—110
8 Upper Division Clerks, Chief Conservator of Forests Office.	24	80—5—110—3—125
9 Managers, Conservator's Office	3	140—5—190
10 Accountants, Conservator's Office	3	140—5—190
11 Junior Superintendents, Chief Conservator of Forest Office.	5	140—5—190
12 Senior Superintendent	1	190—10—240
13 Draughtsman, Grade I	1	150—5—180
14 Draughtsmen, Grade II	7	120—5—150
15 Draughtsmen, Grade III	22	70—2—90—3—120
16 Jeep Drivers	20	35—1—45
17 Lorry Drivers	2	40—1—50
18 Road-roller Driver	1	60—2—70
19 Telephone Linesman	1	25—2—55—1—60
20 Pharmacist	1	45—3—60—2—70
21 Male Nursing Orderly	1	19— $\frac{1}{2}$ —25
22 Maternity Assistant	1	40—3—55—1—70
23 Teachers, Tribal School	11	30—1—50
24 Lorry Cleaner	1	15
25 Chainman	1	15
26 Forest Guards	1,298	20—1—30
27 Foresters	479	50—3—65—2—85
28 Rangers	141	125—5—175—7 $\frac{1}{2}$ —205—10—255
29 Assistant Conservators	39	300—40/2—500—50/2—700
30 Conservators	3	1,000—100/2—1,200
31 Chief Conservator of Forests	1	1,400—100/2—1,600

Of the staff listed above, categories 1 to 12 are common to all the departments and no special observations are called for. Categories 13 to 25 may be allowed the scale of pay proposed for similar posts in other departments.

3. Of the staff special to the department, the lowest are the Forest Guards on a scale of Rs. 20—1—30. A strong plea for parity in respect of their emoluments with those of Police Constables was made before us. We are of the view that the duties of Police Constables are more varied and also more arduous than those of Forest Guards. The present scale of Forest Guards is intermediate between those of Peons and Police Constables. Accordingly we recommend a scale of Rs. 55—1—70.

4. The next category to be considered is that of Foresters who are now on a scale of pay of Rs. 50—3—65—2—85. The Foresters assist the Rangers in the execution of special works and maintenance of discipline among Forest Guards. They are directly responsible to the Range Officer for the proper protection of the forest and other Government property included in their sections and for the execution of special works. As the educational qualifications of Foresters are the same as those of Lower Division Clerks, and their work is also comparable to that of Revenue Inspectors of the Revenue Department, we recommend that the scale of pay proposed for the Lower Division Clerks (and by implication also for Revenue Inspectors), viz., Rs. 90—140 may be adopted for them.

5. In regard to the Rangers who are now on a scale of Rs. 125—255, the Chief Conservator pressed for parity with Circle Inspectors of Police. The Rangers attend to the execution of all works in the range and the collection and remittance of forest revenue ; they are responsible for the conservation and improvement of the forests in their charge and for the

discipline, conduct and work of their subordinates. Their work is thus important and some improvement in their present emoluments is clearly necessary. But the minimum as well as the maximum pay of the Rangers is far less than that of the Inspectors of Police. The initial pay of the Inspectors of Police has been fixed with reference to the maximum of the Sub-Inspector's scale. There is no post corresponding to that of Sub-Inspectors of Police in the Forest Department. It should also be remembered that while the posts of Inspectors of Police are filled exclusively by promotion, there is a large measure of direct recruitment to the ranks of Rangers. The two categories are thus not comparable. It is necessary to prescribe a longer time-scale for Rangers than for Inspectors of Police in view of the fact that these posts are filled also by direct recruitment. We recommend in these circumstances a revised scale of Rs. 175—10—225—15—375 for the Rangers. It will be seen that though the initial pay of Rangers is lower than that of Inspectors, they will rise to the same maximum as Inspectors. Incidentally we notice that the Rangers have to undergo a long period of probation, viz., four and a half years and during this period they are paid considerably less than their initial pay. We recommend that the Rangers-Trainees be allowed the minimum of the scale during their period of training.

6. Among the gazetted staff, there are thirty-nine posts of Assistant Conservators of Forests who are on a scale of pay of Rs. 300—40/2—500—50/2—700. The Assistant Conservators of Forests, when posted to the charge of a forest division, are designated as District Forest Officers. They are responsible for the management of forests situated in their division and possess direct control over the forest establishment employed therein. We recommend that these posts may be equated to those of Deputy Collectors and allowed a scale of Rs. 375—25—800.

7. The Madras Forest Service Association has suggested the creation of two grades of Deputy Conservators one an ordinary grade on Rs. 600—900, and the other a selection grade on Rs. 800—1,000, in order to provide opportunities for promotion. In the course of his discussion with us, the Chief Conservator of Forests also urged that out of 39 posts of Assistant Conservators of Forests, 10 posts may be upgraded and designated as Deputy Conservators on a higher scale of Rs. 600—900. Though the Chief Conservator visualized the posting of Deputy Conservators to heavier charges, his proposals in effect amount to the creation of selection grade posts in order to provide some opportunities for promotion to the Assistant Conservators. We have generally not been in favour of selection grade posts; the case for selection grade posts for Assistant Conservators may appear to be particularly weak as there are posts of Conservators to which they could aspire for promotion. But we understand that owing to uneven direct recruitment to the gazetted posts in the past, many of the posts of Conservators are now held by fairly young officers who will thus block the chances of those below. A phase of accelerated promotions has, as it generally happens, been followed by a phase of stagnation with all the attendant consequences on the morale of the service. Here is therefore a special situation which warrants special treatment. We therefore support the proposals of the Chief Conservator of Forests for the creation of a few posts of Deputy Conservators for whom we recommend a scale of Rs. 700—40—900—50—1,100. It will be advisable to create a small number of such posts, not exceeding three to begin with, and increase them later if necessary. If the number of such posts is large even initially, the process of accelerated promotions followed by stagnation will repeat itself.

8. For Conservators, we recommend a revised scale of Rs. 1,100—50—1,300. The present scale for the post of the Chief Conservator of Forests is Rs. 1,400—100/2—1,600. We do not consider any change in the existing scale to be necessary and propose for it Rs. 1,400—50—1,600 providing only for annual increments.

CHAPTER XXII.

FISHERIES DEPARTMENT.

1. The Fisheries Department has had a rather chequered history. It was originally set up in 1907 under a Director of Fisheries who was a technical officer. In 1940, the post of Director was abolished and the department was placed under the control of the Director of Industries and Commerce. In 1949, on the recommendations of the Retrenchment and Reorganization Committee, the Fisheries Branch was again separated and placed under a Director of Fisheries who was an I.C.S. Officer. After the formation of the Andhra State in 1953, it was felt that there was no need for an independent Department of Fisheries and it was again attached to the Department of Industries and Commerce and was placed under an Additional Director. The All-India Fisheries Conference held at Madras in 1956 raised the question of formation of a separate department for Fisheries in all the States.

The State Fisheries Ministers' Conference convened at Bombay in 1957 also recommended that the State should have a separate Fisheries Department. In pursuance of this line of thinking, the Fisheries Department was once again constituted as a separate department in 1958. The strength and the scales of pay of the different grades of posts in the department are furnished in the statement below :—

Serial number and name of the post. (1)	Scale of pay. (2) RS.	Number of posts. (3)
<i>Posts in common with other departments.</i>		
1 Peons	18—1—25	154
2 Duffadar	22—1—30	1
3 Attenders	24—1—35	3
4 Typists and Steno-typists	45—3—60—2—90 plus special pay.	20
5 Lower Division Clerks	45—3—60—2—90	48
6 Upper Division Clerks	$\left. \begin{array}{l} 80-5-110 \\ 80-5-110-3-125 \end{array} \right\}$	36
7 Accountants	140—5—190	2
8 Junior Superintendents	140—5—190	4
9 Senior Superintendents	190—10—240	3
10 Accountant	190—10—240	1
11 Senior Co-operative Inspectors	90—4—110—5—120	11
12 Co-operative Sub-Registrars	150—5—200	4
13 Higher Elementary Grade Teachers	30—1—50	8
14 Supervisor	100—5—150—10—250	1
15 Junior Engineer	150—10—250	1
16 Engineer-Supervisor	125—10—275	1
17 Mechanics, Marine Engineering Unit	150—10—250	2
18 Assistant Engineer, Fisheries	260—30/2—380—40/2—500	1
19 Mechanical Engineer, Marine	260—30/2—380—40/2—500	1
20 Refrigeration Engineer (Fisheries)	230—30/2—260—40/2—500	1
21 Accounts Officer	200—40/2—400	1
<i>Posts peculiar to the department.</i>		
22 Draughtsman	35—1—45	1
23 Do.	45—3—60—2—80	1
24 Mechanics	$\left. \begin{array}{l} 60-3-90 \\ 60-2-90 \end{array} \right\}$	2
25 Fitter for Vans	50—2—60	1
26 Mechanical Instructors	70—2—90	2
27 Lascars, Bhandary and Oilmen	17—1—25	10
28 Petty Yard Officers	25—1—35	14
29 Fieldmen	25—1—40	47
30 Laboratory Attendants	25—1—40	16
31 Tindals, Grade I	60—4—100	1
Do. Grade II	30—1—40	2
Do. Grade III	25—1—35	1
32 Drivers, Grade I	40—1—50	20
Do. Grade II	35—1—45	5
Do. Grade III	30—1—45	4
33 Driver, M.F.V. Goher Khalleli	55—1—70	1
34 Seed Collection Assistants	35—1—45	7
35 Manure Operatives	35—1—45	2
36 Net Maker, Grade II	40—2—80	2
Do. Grade I	50—80	
37 Mechanic, Boat Building Yard	40—2—80	1
38 Boat and Chank Fishery Overseers	45—2—85	7
39 Mechanical Designers	70—2—90	2
40 Operator, Audio-visual van	80—2—100	1

Serial number and name of the post (1)	Scale of pay. (2) RS.	Number of posts. (3)
<i>Posts peculiar to the department—cont.</i>		
41 Foreman, Boat Building Yard	125—10—275	1
42 Taxidermists, Grade I	$\left\{ \begin{array}{l} 60-1-70 \\ 45-1-55 \end{array} \right\}$	2
43 Sub-Inspectors of Fisheries	$\left\{ \begin{array}{l} 60-3-90-5-100 \end{array} \right\}$	$\left\{ \begin{array}{l} 18 \\ 15 \\ 1 \\ 7 \end{array} \right\}$
44 Assistant Inspectors of Fisheries		
45 Chank Fishery Supervisor		
46 Assistant Fishery Demonstrators		
47 Laboratory Assistants	70—3—100—5—125	2
48 Supervisors, Krusadai	70—3—100—5—125	2
49 Inspectors of Fisheries	120—5—160—10—220	30
50 Research Assistants	120—5—160—10—220	14
51 Superintendent, Enmore Biological Station	120—5—160—10—220	1
52 Curator	120—5—160—10—220	1
53 Public Health Fish Officer	120—5—160—10—220	1
54 Propaganda Assistant	120—5—160—10—220	1
55 Statistical Assistant	120—5—160—10—220	1
56 Technologist	125—10—225	1
57 Hydrologist	200—25/2—400	1
58 Assistant Director of Fisheries, Superintendent, Inshore Fishing, Superintendent, Training Centre, Tuticorin. Superintendent, Fisheries Technological-cum- Biological Station, Tuticorin.	$\left\{ \begin{array}{l} 230-30/2-260-40/2-500 \end{array} \right\}$	16
59 Personal Assistant to the Director of Fisheries.	300—50/2—700 plus special pay of Rs. 50 for Deputy Collectors.	1
60 Deputy Directors of Fisheries	420—30/2—600—50/2—700	2
61 Director of Fisheries	800—100/2—1,000	1

2. Of the various posts listed above, categories 1 to 10 are common to all departments; categories 11 and 12 are identical with similar posts in the Co-operative Department; while category 13—Higher Elementary Grade Teachers, carries the same scale as in the Education Department. The scales of pay proposed for all these posts elsewhere in our report will also apply to the posts mentioned above in the Fisheries Department.

3. As preliminary to the examination of the scales of pay of the important categories of posts special to this department, we would like to point out that Madras is a State with a long coastline and in the present context of food shortage, the Fisheries Department has a big part to play in the development of inland and marine fisheries and thus supplement the food resources of the State. The scales of pay of the important technical posts of the department should, therefore, be such as to enable it to attract personnel who will be equal to the task that lies ahead of the department.

4. The Sub-Inspectors or Assistant Inspectors of Fisheries form the lowest level of Executive Officers of the department. They are in charge of all fishery work, both marine and inland, in their jurisdiction which generally extends over one or more taluks. The posts of Supervisor, Chank Fishery and Assistant Fishery Demonstrators are also on scales identical with those of Sub-Inspectors and Assistant Inspectors. These posts are to be filled both by direct recruitment and by promotion. A direct recruit is required to possess a degree in B.Sc. or B.A. with Zoology as main or subsidiary subject or a diploma in Fisheries Technology and Navigation or in the alternative, should have undergone the full course of inland or marine fisheries classes conducted by the Government of India. The rules also contemplate promotion from Petty Yard Officers in the scale of Rs. 25—1—35 and transfer from Lower Division Clerks of the department. We understand from the Director of Fisheries that most of these posts have been filled by promotion from the lower ranks. We are of the view that if the department is to realise its full potentialities, it should attract at the level of the Sub-Inspectors a better class of candidates than can be secured by promotion from the ranks of Petty Yard Officers or Lower Division Clerks and that therefore in future the emphasis should be on recruitment of Science graduates at this level. Keeping this in view, we suggest a revised scale of Rs. 125—5—175, the same as that for Upper Division Clerks, for the Sub-Inspectors and Assistant Inspectors of Fisheries. We incidentally suggest that posts on the same scale of pay as Sub-Inspectors of Fisheries may all

be designated alike. In view of the considerably improved scale of pay that we are proposing, we also urge that in future 75 per cent of the posts at the level of Sub-Inspectors should be filled by direct recruitment and only 25 per cent of the posts should be reserved for promotion from lower grade officers like Petty Yard Officers or by transfer from the category of Lower Division Clerks. With a larger element of direct recruitment at this level, we may expect a substantial improvement in the working of the department as a whole; there should then be no need also for direct recruitment at the level of Inspectors of Fisheries which could then be reserved completely for promotion from the ranks of Sub-Inspectors most of whom would be Science graduates. We understand from the Director of Fisheries that the students of the Fisheries Technology and Navigation Course will have to undergo training for a period of one year before they receive the diploma. It is these trainees who will eventually secure appointment in the department as Sub-Inspectors of Fisheries and it is necessary that they should receive during the period of training a pay befitting their qualifications. We accordingly suggest for them a fixed pay of Rs. 100 without any allowances.

5. The Supervisor, Krusadai, and Laboratory Assistants are at present on a scale of Rs. 70—3—100—5—125. As their responsibilities seem to be comparable to those of Sub-Inspectors, we recommend that these two categories of posts may also be merged with Sub-Inspectors and allowed the same scale of pay, viz., Rs. 125—5—175.

6. Above the Sub-Inspectors of Fisheries are Inspectors of Fisheries on a scale of Rs. 120—5—160—10—220. Many posts such as Research Assistants, Superintendent, Ennore Biological Station, Public Health Fish Officer, Propaganda Assistant and Statistical Assistant have also been equated with Inspectors of Fisheries and allowed the same scale. The rules for recruitment to the posts contemplate both direct recruitment and promotion. For direct recruitment, the qualification prescribed is a II Class degree of B.Sc. (Hons.) or M.Sc. or M.A. or B.A. or B.Sc. with Chemistry or Zoology as main together with a certificate for having undergone the Madras Fisheries Course or the Bengal Fisheries Course. The direct recruits to the posts of Research Assistants should possess a II Class degree of B.Sc. (Hons.) or M.Sc. or M.A. The Inspectors of Fisheries are in charge of all activities relating to Fisheries in one or more taluks and supervise the work of Sub-Inspectors placed under their immediate control. As is evident from their designation, the Research Assistants are engaged in research on problems relating to all fishery matters. The Director has referred to the special difficulties in securing qualified candidates for these posts in view of their present low scale. We therefore recommend a scale of Rs. 175—10—225—15—375 for Inspectors of Fisheries and Research Assistants and other posts now graded with them. The rules for recruitment to these posts provide for transfer from the ministerial staff of the Fisheries Department or any other department. We feel that the department should have a technical bias and that the present provision for filling the posts of Inspectors by transfer from ministerial staff should be deleted. If need be, qualified persons from the ministerial staff could be recruited to the posts of Sub-Inspectors of Fisheries.

7. Next in the hierarchy are the Assistant Directors of Fisheries who have jurisdiction generally over one to three districts. They are responsible for the development and exploitation of inland and marine fisheries within their division. Some are in charge of special items of work such as boat designing and construction, fresh water research, marine biological research, conduct of training centres, etc. At present they are on a scale of Rs. 230—30/2—260—40/2—500 and in proposing an improvement in their present emoluments, the Director has pressed for parity with District Agricultural Officers and District Veterinary Officers. Having regard to the differences in the organizational set up of these departments, we do not concede parity for this category with the District Agricultural Officers and District Veterinary Officers, but feel that there is a clear need for improving the emoluments of Assistant Directors of Fisheries so as to give them the necessary incentive in promoting the development of fisheries for which there is considerable scope in the State. We accordingly recommend a revised scale of Rs. 350—25—650 for the Assistant Directors of Fisheries. This revised scale would assure them an increase in emoluments both at the minimum and at the maximum and also a higher rate of increment throughout the scale. The posts of Deputy Directors of Fisheries are now on the same scale as Deputy Directors of Agriculture and Deputy Directors of Industries and Commerce and keeping this in view, we suggest a revised scale of Rs. 600—30—900 for them.

8. The Director of Fisheries, a newly created post, has been placed on a scale of Rs. 800—100/2—1,000 and as we have generally not proposed any increase in emoluments for officers at this level, we merely revise the scale as Rs. 900—50—1,100 providing for merger of dearness allowance with pay and annual in lieu of biennial increment.

9. We find that the department has employed some engineering staff for work connected with the construction of fishing vessels and boats, fishing harbours, etc. Posts numbered as 15 to 20 in the statement at the beginning of this chapter are all held by engineering personnel. We consider that it is inadvisable to create isolated technical posts

which cannot attract candidates of the right type. We therefore suggest that as far as possible, the technical personnel needed should be secured by transfer from appropriate grades of the main technical department concerned. Thus, isolated posts of Supervisors or Junior Engineers or Assistant Engineers should be filled by persons on transfer from a main technical department such as Public Works or Highways. If there is some reluctance on the part of technical staff to take up isolated posts outside their own department, the appropriate course will be to attach a special pay to such isolated posts and not to place them on a specially higher scale of pay. In this view, we suggest that the Supervisor, Junior Engineer and Engineer-Supervisor and the Mechanic, Marine Engineering Unit in this department may be placed on the scales of pay proposed by us for Supervisors or Junior Engineers, as the case may be, and that the Assistant Engineer, Fisheries, Mechanical Engineer, Marine and Refrigeration Engineer, Fisheries, may be allowed the revised scale of pay proposed by us for Assistant Engineers in the Public Works Department.

10. We indicate the revised scales of pay for other posts of minor importance in Part IV.

CHAPTER XXIII.

HINDU RELIGIOUS AND CHARITABLE ENDOWMENTS.

1. The Hindu Religious and Charitable Endowments (Administration) Department was set up in 1952 in pursuance of the Madras Hindu Religious and Charitable Endowments Act which came into force in 1951. This department is responsible for ensuring the proper administration of the temples and charitable institutions. The salaries, allowances, pension and other beneficial remuneration of the Commissioner, the Deputy Commissioner and other officers and servants employed for the purpose and other expenses such as expenses of the Area Committee, cost of auditing the accounts of the various institutions, etc., are met by the Government in the first instance and recovered later from the Common Endowment Fund, while the salaries of the Executive Officers and other servants employed in the temples and other religious institutions are paid directly by those institutions.

2. The following statement shows the existing strength and the scales of pay of the various categories of staff employed in this department :—

Serial number and name of the post.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
1 Peons	13—1—25	106
2 Attenders	24—1—35	9
3 Typists and Steno-typists	45—3—60—2—90 plus special pay.	37
4 Lower Division Clerks and Inspectors	45—3—60—2—90	163
5 Upper Division Clerks and Inspectors	80—5—110	72
6 Junior Superintendents	140—5—190	5
7 Senior Superintendents	190—10—240	2
8 Editor	200—10—300	1
9 Specialist (Gold-cum-Silver-cum-Gem)	200—10—300	1
<i>Gazetted.</i>		
10 Assistant Commissioners including Personal Assistant to the Commissioner and Verification Officer.	250—50/2—500	13
11 Deputy Commissioners	550—50/2—750	3
12 Commissioner	1,000—100/2—1,200	1

Of the above staff categories 1 to 7 are common to all departments and their revised scales of pay have been indicated by us elsewhere.

3. The two other posts under the non-gazetted establishment are the Editor and the Gold-cum-Silver-cum-Gem Specialist. The post of the Editor was created only recently in 1958 for the work connected with the monthly journal "THIRUKOIL" published by the department. The post of the Specialist was also created only recently for the periodical verification of gems and other valuable articles worth Rs. 10,000 and more belonging to the Hindu Religious institutions. Their existing scale, viz., Rs. 200—10—300, corresponds to that of the Tahsildars. So, we recommend that the same scale as that proposed for Tahsildars, viz., Rs. 250—15—400 may be adopted for these posts also.

4. Then comes the category of Assistant Commissioners which includes the Personal Assistant to the Commissioner and the Verification Officer. All of them are now on the scale of Rs. 250—50/2—500 and we recommend a revised scale of Rs. 300—25—600 for them. We find that the rules of recruitment for this post contemplate recruitment of advocates who have been practising at the Bar for not less than five years. We feel that five years' experience at the Bar need not be insisted on; but a degree in Law may be prescribed as minimum qualification for direct recruitment to this post.

5. The Deputy Commissioners, the next higher category, are regional officers and supervise the work of the Assistant Commissioners in their region. They are now on a scale of Rs. 550—50/2—750. Persons who are recruited by transfer from the posts of Subordinate Judges are now allowed a special pay of Rs. 100 in addition to their grade pay. We recommend that the special pay may be discontinued, and the Deputy Commissioners may be allowed the same scale of pay as proposed for Subordinate Judges, namely, Rs. 650—40—850. We also find that the existing rules provide for recruitment to these posts by transfer from members of the Madras Civil Services or Assistant Secretaries to Government. We would suggest that the posts should be filled up only by promotion of Assistant Commissioners or by transfer from Subordinate Judges, and that provision for recruitment by transfer from the Secretariat and the State Civil Service may be deleted with a view to provide reasonable opportunities for promotion to the persons already in service in this department.

6. The post of Commissioner is now held by an I.A.S. Officer, who draws a special pay of Rs. 200 in addition to his grade pay. For others we propose a revised scale of Rs. 1,000—50—1,200.

CHAPTER XXIV.

THE HIGH COURT.

1. The High Court is the head of the Judicial Department and controls the Subordinate Courts under it, in addition to exercising judicial powers both on the Original and Appellate sides. It is an authority created under the Constitution, and the Hon'ble the Chief Justice has powers to make rules regarding the conditions of service of the staff employed in the High Court. But such rules in so far as they relate to salaries and allowances, leave or pension, require the approval of the Governor. It has been pointed out to us that under the Constitution, the High Court enjoys an independent status and occupies the same position as the Executive and the Legislature in the scheme of the administration of the State. In consequence, it has been urged that the ministerial staff of the High Court should be allowed the same scale as the ministerial staff of the Secretariat and, in particular, that Superintendents, Bench Clerks, Appeal Examiners, Librarian, Senior Decree Clerk (O.S.) among the High Court staff should be treated on a par with Superintendents in the Secretariat. We have carefully examined these suggestions. We consider that it is possible to distinguish the work of the ministerial staff of the High Court from that of the Secretariat; the latter have to process 'cases' for consideration by higher officers and Ministers anticipating arguments for and against a particular proposition, whereas in the High Court cases are disposed of by the Hon'ble Judges themselves, the assistance rendered by the ministerial staff being of a purely routine nature. As regards the administrative section in the High Court, we consider that the work therein is comparable to that in the offices of many other major Heads of Departments. Having regard to these fundamental differences in the nature of the work of the ministerial staff in the High Court on the one hand and in the Secretariat on the other, we feel that some difference in emoluments between the two will be justified. Again, while the ministerial staff of the Secretariat are organized in three tiers—Lower Division Clerks, Upper Division Clerks and Superintendents, the organization of the ministerial staff of the High Court is more diversified, and the number of grades between the highest and lowest ministerial categories is larger. It is not therefore feasible to equate particular posts in the High Court, with certain posts in the Secretariat, for the purpose of fixing scales of pay.

2. The following table shows the categories of the staff and the scales of pay allowed in the High Court :—

Serial number and designation.	Scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
<i>I. Categories of staff common to other departments.</i>		
1 Peons and Chobdars	18—1—25	129
2 Duffadars	22—1—30	6
3 Attenders	24—1—35	29
4 Van Driver	40—1—50	1
5 Typists and Steno-typists	45—3—60—2—90	25
6 Lower Division Clerks	45—3—60—2—90	125
7 Upper Division Clerks and Accountants	80—5—110—3—125	68
<i>II. Posts special to the department.</i>		
<i>A. Non-Gazetted.</i>		
8 Lift Operator	24—1—35	1
9 Jamedar	30—1—40	1
10 Gollah	30—1—45	1
11 Binders	35—2—45—1—55	3
12 Bailiffs	45—3—60—2—90	2
13 Head Bailiff	110—10/2—140	1
14 Overseer	100—5—150	1
15 Copyists	35 (fixed)	23
16 Assistant Photostat Operator	35—1—50—2—60	1
17 Photostat Operator	55—3—115	1
18 Readers	45 (fixed)	3
19 Examiners	45—1—55	3
20 Assistant Court Fee Examiners	110—10—170	36
21 Translators		
22 Special Clerks		
23 Shorthand Writers	110—10—250	12
24 Deputy Sheriff	140—10—200	1
25 Court Fee Examiners	150—10—250 .. .. .	..
26 Superintendent, Administration Department.	150—10—250	40
27 Head Accountant		
28 Superintendent of Translators		
29 Bench Clerks		
30 Appeal Examiners		
31 Bench Clerk (R.R. Section)		
32 Manager (Superintendent, Insolvency Section)		
33 Superintendent, C. S.		
34 Senior Decree Clerk (Original Side)		
35 Interpreters (Tamil, Telugu and Hindustani)	190—10—260	2
36 Gujarathi Interpreter	250—10—300	1
37 Manager, Shorthand Writers' Section	200—10—300	1
38 Managers	250—10—300	4
<i>B. Gazetted.</i>		
39 Sub-Assistant Registrar (Judicial)	300—20—400	2
40 Sub-Assistant Registrar (A.D.)		
41 Second Assistant Registrar (O.S.)	300—50/2—450	1
42 Assistant Registrar (A.S.)	400—50/2—550	1
43 First Assistant Registrar (O.S.)	500—50/2—650	1
44 Official Referee (Kept vacant)	600—50/2—750	1
45 Deputy Registrar	750—50/2—1,000 .. .. .	..
46 Master	1,100—100/2—1,500	1
47 Registrar	1,400—100/2—1,800	1

Of the staff mentioned above, categories 1 to 7 are common to all departments and our recommendations in regard to their scales have been made elsewhere.

3. *Gollah*.—Among the other non-gazetted staff, the Gollah has to handle cash by taking remittances to the Reserve Bank every day. For this purpose, he has to furnish a security of Rs. 500. Having regard to the nature of the duties attached to this post, we recommend a scale of Rs. 65—1—70—2—90 for it.

4. *Binders*.—The Binders who attend to the mending of books, records, etc., are comparable to Binders in the Government Press. We recommend for them a revised scale of Rs. 70—2—100, the same scale as for Senior Binders in the Government Press.

5. *Bailiff*.—There is a post of Bailiff in the Sheriff's Office on a scale of Rs. 45—3—60—2—90. The existing scale being identical with that of Lower Division Clerks, we recommend a revised scale of Rs. 90—4—110—3—140 for this post.

6. *Head Bailiff, Sheriff's Office*.—The Head Bailiff in the Sheriff's Office attends to the service of processes and execution of warrants, recovers moneys realisable from judgment-debtors, brings to the Court attached properties and hands them over to the Deputy Sheriff, distributes processes among other Bailiffs and maintains accounts therefor. We feel that after the enhancement of the jurisdiction of the City Civil Court, there should have been some reduction in the work of the Head Bailiff. He has now to supervise the work of only two Junior Bailiffs, as against five or six Bailiffs in the past. We therefore recommend for this post a revised scale of Rs. 125—5—175, the same as that for Upper Division Clerks and in addition a special pay of Rs. 10.

7. *Overseer*.—The Overseer is in charge of the High Court buildings and looks after their upkeep and repair. He allots work among Peons, Attenders and Night Watchmen and supervises their work. He has been provided with quarters within the High Court compound. In view of the important nature of the work entrusted to the Overseer, we recommend a scale of Rs. 150—5—200 for this post.

8. *Copyists*.—The Copyists prepare certified copies in pursuance of the copy applications presented by the parties. They also assist the Examiner of Copies in comparing them. In the Judicial Department there are two categories of Copyists, enrolled Copyists and temporary Copyists. Each Civil Court is allowed a certain number of enrolled Copyists who are borne on the regular establishment of the Court. In addition to these enrolled Copyists, temporary Copyists are also employed when needed. The charges for temporary Copyists are met from the provision for contingencies. The salary of the enrolled Copyists who are borne on the regular establishment of the Courts is proportionate to the amount of work done by them, subject to a minimum pay of Rs. 30 per mensem, in the case of Copyists in the Subordinate Courts in the city and in the mufassal courts, and Rs. 35 per mensem in the case of Copyists in the High Court. While considering the pay scales of ministerial staff in general, we have suggested the removal of the existing distinction between offices in the city and those in the mufassal. In consonance with this principle, we consider that there is no need to make a distinction in emoluments between the Copyists in the High Court and the Copyists in the other city and mufassal courts. In addition to the minimum pay, the Copyists are allowed additional remuneration calculated at the rate of 2 annas per 175 words copied. The amount of additional remuneration, if any, due to each Copyist in excess of the prescribed minimum is determined for each month. Any excess paid to the Copyists in either or both of the two preceding working months in order to make up his minimum pay is recovered from this additional remuneration. For this computation, every calendar month in the year except the two months in which some part of the annual recess falls, is treated as a working month and if the recess of a Court extends to three months, the two months in which there is the smallest number of working days alone are treated as the two non-working months of the Court. The Copyists are allowed dearness allowance in addition to their emoluments.

9. The Association of Judicial Copyists has asked for a time-scale of Rs. 60—4—120 for all Copyists in lieu of the existing fixed pay and remuneration. The remuneration of the Copyists under the present arrangements, will fluctuate with the work turned out by them. In view of the provision for appointment of temporary Copyists to cope with any special rush of work, this fluctuating remuneration of Copyists can be limited to a level to be regulated by the presiding officer of the Court. We consider that the fixed pay now allowed to the Copyists is not commensurate with the qualifications laid down for the posts and the nature of their duties and responsibilities. The posts of Copyists are borne on the regular establishment, and leave and pensionary benefits admissible to regular Government servants have also been extended to them. We consider that there is no longer any justification to retain them on a fixed pay. We accordingly recommend that in place of the fixed minimum pay now allowed, a revised time-scale of Rs. 70—2—100 should be prescribed. This scale

of pay proposed by us will apply to the Copyists in the High Court as well as in other city and mufassal courts. They will also get extra remuneration calculated at the existing rate on the work turned out. We also recommend that in addition to the above scale of pay and additional remuneration, the Copyists may also be allowed dearness allowance and house rent allowance. It has been represented to us that consequent on the increase in the cost of stamp papers, the rate of remuneration allowed to Copyists may also be enhanced from 2 annas to 2½ annas for every 175 words. This is a general question affecting Copyists in all departments, and we leave it to the Government for consideration. Hitherto for calculating the deductions to be made from subsequent emoluments, only the fixed pay was taken into account and not the dearness allowance. This was advantageous to the Copyists. Since, in fixing the time-scale as above, we have merged a greater part of the dearness allowance with pay, this advantage will be curtailed to some extent. We suggest that suitable modifications, if required, in the procedure for calculating the deductions to be made from subsequent emoluments of Copyists may be made by the Government in consultation with the High Court.

10. *Readers and Examiners.*—The Readers along with Examiners compare the copies prepared by the Copyists and assist them generally in their work. They are also responsible for the correctness of the certified copies. The Readers are now on a fixed pay of Rs. 45 per mensem and Examiners are on a scale of Rs. 45—1—55. As stated by us elsewhere, we are not in favour of retaining the fixed pay system, except where the posts are part-time or are held on contract. Readers and Examiners are engaged in more or less similar work and their qualifications are the same. We consider that Readers and Examiners may therefore be on the same scale of pay, viz., Rs. 90—3—105—4—125.

11. *Special Clerks, Translators, Librarian, High Court Library, Assistant Court-fee Examiners.*—The qualification prescribed for the posts is only a degree but their work is more important than that of Upper Division Clerks. We therefore recommend a higher scale of pay, viz., Rs. 150—5—175—10—225 for these posts.

12. *Shorthand Writers.*—The Shorthand Writers of the High Court are required to take down and transcribe judgements and notes of evidence and orders which are dictated in open Court and also at the Judge's residences. Till 1953, there were two grades of Shorthand Writers, Senior Shorthand Writers on Rs. 150—10—250 and Junior Shorthand Writers on Rs. 110—10—170. As there was no difference in the nature of the work turned out by them, in 1953, these two grades were amalgamated into a single grade and allowed a scale of Rs. 110—10—250. The High Court has strongly urged for parity in emoluments for the Shorthand Writers with the Reporters in the Legislature Department. We understand that the Shorthand Writers in the High Court, often have to work out of the usual office hours and that they have to attend on the Judges both in the open Court and at their residences. Further a very much higher standard of performance is expected of them than of Shorthand Writers elsewhere. The only comparable category is that of Reporters in the Legislature. It has also been pointed out to us that in view of the unattractiveness of the existing scale, there is much difficulty in getting fully qualified and really efficient Shorthand Writers. Bearing all the above considerations in mind, we recommend a scale of Rs. 250—10—300—15—450—25—500 for Shorthand Writers in the High Court, thus assuring them parity with Reporters of the Legislature Department. We also recommend that these posts may as far as possible be filled by promotion from among Shorthand Writers in other courts, including those in the districts, so that they may really become "prize posts" for the Steno-typists in the Judicial Department.

13. *Deputy Sheriff.*—We consider that after the enhancement of the jurisdiction of the City Civil Court, there should have been some reduction in work in the office of the Sheriff. We therefore recommend a revised scale of Rs. 180—5—200—10—250 for this post.

14. *Appeal Examiners, Court-fee Examiners, Superintendents, Administration Department, Head Accountants, Superintendent of Translators, Bench Clerks, Bench Clerks (F. & R. Section), Manager (Superintendent, Insolvency Section), Superintendent (C.S.), Senior Decree Clerk (O.S.).*—The High Court has suggested parity for this group of employees with the Superintendents in the Secretariat. For the reasons stated elsewhere we are unable to concede such parity. We recommend a scale of Rs. 200—15—350 for these posts. We are informed that some of the Bench Clerks are recruited from among Advocates. We recommend that these Bench Clerks, if they are Advocates, may be allowed an advance increment in the Scale of Rs. 200—15—350.

15. *Interpreter (Tamil and Telugu), Interpreter (Hindustani).*—The Interpreters are expected to render accurate and precise interpretation of evidence in the language concerned, and they should also translate into English documents in the other languages. The High Court has suggested parity for them with the Superintendents in the Secretariat. As already observed, we are not conceding parity for the High Court staff with the staff in the Secretariat. As Interpreters are now on a higher scale of pay than the Appeal Examiners and others, we recommend a higher scale of Rs. 225—15—375 for the posts.

16. *Manager, Shorthand Writers' Section.*—The Manager supervises the work of the Shorthand Writers in the High Court. He is also the Confidential Stenographer to the Hon'ble the Chief Justice. In view of the special and confidential nature of his work, we recommend a scale of Rs. 250—10—300—15—450—25—500 (the same as for Shorthand Writers) and in addition a special pay of Rs. 50 per mensem.

17. *Managers of other sections.*—It has been suggested that as these Managers are now on a higher scale than that of Manager, Shorthand Writers' Section, the existing distinction should be maintained in future also. We find that, even at present, there is some overlapping in the scales prescribed for these two classes of Managers. We are informed that these Managers of other sections will not have to supervise the work of the Manager, Shorthand Writers' Section. We therefore recommend a revised scale of Rs. 300—15—450 for these posts.

18. *Gujarathi Interpreter.*—He is responsible for the accurate and precise interpretation of evidence in Gujarathi, Hindi, Marvari and Marathi languages. The present scale, though different from that of Interpreters (Tamil, Telugu and Hindustani), overlaps it to a considerable extent. Consequently we recommend for this post a revised scale of Rs. 225—15—375, the same scale as for other Interpreters.

19. *Sub-Assistant Registrars.*—It has been represented to us that there is no direct recruitment to this category and that promotions to this post are secured when the incumbents are about 45 years old. We consider that a scale of Rs. 375—25—525 for the posts of Sub-Assistant Registrars will be appropriate.

20. *Second Assistant Registrar (Original Side).*—This post is now vacant. It appears to us sufficient if the scale of pay for this post is fixed at the same scale as that of Sub-Assistant Registrars. We therefore recommend a scale of Rs. 375—25—525 (the same as that of Sub-Assistant Registrars) for this post.

21. *Assistant Registrar (Appellate Side) and First Assistant Registrar (Original Side).*—Having regard to the qualifications prescribed for these posts, we suggest a common scale of Rs. 500—25—800 for them. In view of the additional responsibilities attached to the post of First Assistant Registrar (Original Side), a special pay of Rs. 50 per mensem may be allowed.

22. *Deputy Registrar.*—We recommend for this post a scale of Rs. 800—50—1,100 proposed for many other joint Heads of Departments.

23. *Master.*—For the Master, we recommend a scale of Rs. 1,100—50—1,400; this involves a small reduction in the maximum, but it has been suggested in the interests of rationalization. The existing incumbent will of course be protected.

24. *Registrar.*—Following our procedure in the case of posts at this high level elsewhere, we are not suggesting any change except the substitution of annual for biennial increments. Accordingly, the revised scale will be Rs. 1,400—50—1,800.

OFFICE OF THE OFFICIAL ASSIGNEE.

25. Official Assignee and his staff form one unit and are governed by the High Court Official Assignee Service Rules. The office of the Official Assignee is under the administrative control of the Hon'ble the Chief Justice.

26. The Official Assignee's establishment consists of the following categories of staff on the scales of pay indicated against each :—

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
I. <i>Categories common to all departments.</i>		
1 Peons	18—1—25	} Number of posts included under Judicial Department.
2 Attenders and Searchers	24—1—35	
3 Typists and Steno-typists	45—3—60—2—90 plus special pay.	
4 Lower Division Clerks	45—3—60—2—90	
5 Upper Division Clerks	80—5—110—3—125	

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
II. Categories special to the department.		
A. Non-Gazetted.		
6 Chief Accountant	80—5—110—3—125 plus special pay of Rs. 10.	1
7 Chief Superintendent	120—5—170	1
8 Chief Clerk, Dividend Department		
9 General Assistant	190—10—240	1
B. Gazetted.		
10 Deputy Official Assignee	500—50/2—750	1
11 Official Assignee	1,400—50/2—1,800	1

Of the staff mentioned above, categories 1 to 5 are common to all departments, and our recommendations regarding the scales of pay of these posts may be found elsewhere. We examine below the scales of pay of the special categories.

27. *Chief Accountant.*—He is in charge of the financial transactions and accounts in the office of the Official Assignee. The post is now on the same scale of pay as that of Upper Division Clerks, Grade I, with a special pay of Rs. 10 per mensem. We accordingly recommend a revised scale of Rs. 125—5—175 and in addition a special pay of Rs. 10 per mensem.

28. *Chief Clerk, Dividend Department, and Office Superintendent.*—These posts are now on a scale of pay intermediate between Upper Division Clerks and Junior Superintendents. These posts are filled by promotion from among the categories of Chief Accountant, Upper Division Clerks, Cash Keepers, etc., or by direct recruitment or by transfer. We therefore recommend a revised scale of Rs. 150—5—175—10—225 for these posts.

29. *General Assistant.*—The post is now on the same scale as Senior Superintendent in the Madras Ministerial Service. We recommend a revised scale of Rs. 250—10—300 for this post.

30. *Deputy Official Assignee.*—The post of Deputy Official Assignee is now on a scale of Rs. 500—50/2—750. We consider that this post may be equated to that of Subordinate Judges and in this view we recommend a scale of Rs. 650—40—850 for this post.

31. *Official Assignee.*—This post is on the same scale of pay as that of the Registrar, High Court, and we accordingly propose a revised scale of Rs. 1,400—50—1,800.

THE JUDICIAL DEPARTMENT.

32. We now deal with the staff in Subordinate Courts in the city and in the mufassal and in the offices of the Law Officers.

33. The staff of each of the City Courts and of the Law Officers form separate units in the Madras Judicial Ministerial Service; but promotions are made on the basis of a consolidated list maintained for the purpose for all the courts and units in the city. Similarly the staff of Subordinate Civil Courts and Subordinate Criminal Courts in each district constitute different units in the Madras Judicial Ministerial Service, and for purposes of promotion, a consolidated seniority list is being maintained for each district by the District Judge. The following are the categories of staff employed in the institutions mentioned above :—

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
I. Categories of staff common to all departments.		
1 Peons including Process Servers	18—1—25	2,435
2 Attenders	22—1—30	33
3 Record Attenders	24—1—35	223
4 Typists including Steno-typists	45—3—60—2—90 plus special pay.	1,640
5 Lower Division Clerks	45—3—60—2—90	
6 Upper Division Clerks	80—5—110	302

Serial number and designation. (1)	Existing scale. (2) RS	Number of posts. (3)
<i>II. Categories of staff special to the department.</i>		
<i>A. Non-Gazetted.</i>		
7 Amins	25—2—35—1—45	510
8 Junior Bailiffs and Process Writers in Small Causes Court, Madras.		
9 Copyists	Rs. 30 (Fixed)	466
10 Readers	30—1—35	33
11 Assistant Shroff	35—2—45	4
12 Readers in Courts of Small Causes, Madras ..		
13 Examiners in other Civil and Criminal Courts.	40—2—50	85
14 Examiners in the Court of Small Causes, Madras.	45—1—50	3
15 Senior Bailiffs	45—3—60—2—90	Number included under the category of Lower Division Clerks.
16 Bailiffs of the Court of Small Causes, Madras.		
17 Head Clerks (Sub-Courts)	80—5—110	Number included under the category of Upper Division Clerks.
18 Translators (District Courts)		
19 Superintendents of Copyists		
20 Record Keepers		
21 Upper Division Bench Clerks		
22 Head Clerks (District Munsif's Courts) ..		
23 Deputy Nazirs		
24 Court Deposit Keeper, Court of Small Causes, Madras.	90—5—135	35
25 Interpreter, Grade II, Chief Presidency Magistrate's Office, Madras.		
26 Central Nazirs of District Courts		
27 Central Nazirs, Court of Small Causes, Madras.		
28 Translators, City Civil Court		
29 Accountants, Presidency Magistrates' Courts, Madras.		
30 Interpreter, Grade I, Chief Presidency Magistrate's Office, Madras.		
31 Treasurer, Court of Small Causes, Madras ..		
32 Head Accountant, Court of Small Causes, Madras.		
33 Interpreter, Court of Small Causes, Madras.		
34 Chief Judge's Clerk, Court of Small Causes, Madras.		
35 Manager, Government Pleader's Office, Madras.		
36 Manager, Public Prosecutor's Office, Madras.		
37 Accountants, Administrator-General and Official Trustee's Office, Madras.		
38 Cashier, Administrator-General and Official Trustee's Office, Madras.	100—5—150—10—250	1
39 Supervisor of Trust Properties, Administrator-General and Official Trustee's Office, Madras.		
40 Head Ministerial Officer, Industrial Tribunal, Madras.		
41 Sarishtadars, Subordinate Judges' Courts ..		
42 Head Clerks, District Courts	120—5—170	37
43 Head Clerk, Administrator-General and Official Trustee's Office, Madras.		
44 Manager, Advocate-General's Office		

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2) RS.	(3)

II. *Categories of staff special to the department—cont.*A. *Non-Gazetted—cont.*

45 Head Clerk, City Civil Court	140—5—190	9
46 Chief Clerk, Presidency Magistrate's Court ..		
47 Deputy Registrar, Court of Small Causes, Madras.		
48 Superintendent, Administrator-General and Official Trustee's Office, Madras.		
49 Sarishtadar, Estate's Abolition Tribunals ..	160—5—240—10—270	1
50 Official Receiver, Grade II		
51 Official Receiver, Grade I		
52 Sarishtadars, District Courts		
53 Sarishtadars, District Magistrates' Courts, Madras.	165—10—325	1
54 Sarishtadars, City Civil Court, Madras ..		
55 Sub-Magistrates		
56 Additional First-class Magistrates		
57 Assistant Public Prosecutors, Grade II ..	190—10—240	22
58 Assistant Public Prosecutors, Grade I ..		
59 Sub-Magistrates	200—10—300	116
60 Additional First-class Magistrates		
61 Assistant Public Prosecutors, Grade II ..	300—20—400	18
62 Assistant Public Prosecutors, Grade I ..		
63 Assistant Public Prosecutors, Grade II ..	175—5—210—10—250	55
64 Assistant Public Prosecutors, Grade I ..		
65 Assistant Public Prosecutors, Grade II ..	250—10—350	13
66 Assistant Public Prosecutors, Grade I ..		

B. *Gazetted.*

59 Deputy Administrator-General and Official Trustee.	300—50/2—500	1
60 District Munsifs	300—50/2—500—EB—50/2—700.	97
61 Subdivisional Magistrates		
62 IV to VIII Presidency Magistrates		
63 Assistant Judge-cum-Registrar, City Civil Court and Court of Small Causes, Madras.		
64 District Magistrates (J)	550—50/2—700	50
65 Subordinate Judges		
66 Puisne Judges, Court of Small Causes, Madras.		
67 Assistant Judges, City Civil Court, Madras ..		
68 II and III Presidency Magistrates, Madras ..	1,000—60—1,300—50—1,800	29
69 District and Sessions Judges		
70 Additional District Judges including Chief Judge, Court of Small Causes.		
71 Principal Judge, City Civil Court		
72 Chief Presidency Magistrates		
73 Administrator-General and Official Trustee ..		
74 Tribunal for Disciplinary Proceedings		
75 Chairman, State Transport Appellate Tribunal.		
76 Chairman, Estates Abolition Tribunal		
77 Presiding Officers of Labour Courts		

III. *Part-time posts on fixed pay.*

78 Advocate-General	1,500	1
79 Public Prosecutor	400	1
80 Government Pleader	300	1
81 Additional Government Pleader	300	1
82 City Public Prosecutor	1,000	1
83 Government Pleader, Kanyakumari district.	500	1
84 Additional Government Pleader	400	1
85 Editor, Indian Law Report	400	1
86 Law Reporters	200	3
87 Part-time Official Receivers	100	10

IV. *Posts in Kanyakumari district.*

88 Peons and Process Servers	18—1—25 and 25—35	202
89 Attender	24—1—35	1
90 Muchis	25—35	7
91 Duffadar (District Court)	30—2—50	1

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
IV. Posts in Kanyakumari district—cont.		
92 Copyists	30—2—42—3—60 (Rs. 30 fixed).	75
93 Amins	30—2—42—3—60.. .. .	26
94 Stenographers and Typists	(i) 45—4—65—5—115—EB—7— —150. (ii) 45—3—60—2—90 (iii) 40—3—55—4—75—EB—5— 120. (iv) 80—5—120—EB—6—150 .. .	15
95 Lower Division Typists	45—3—60—2—90	10
96 Upper Division Typist	80—5—120—EB—6—150	1
97 Lower Division Clerks	(i) 50—4—70—5—95—EB—5— 125. (ii) 40—3—55—4—75—EB—5— 120. (iii) 45—3—60—2—90	132
98 Upper Division Clerks	80—5—120—EB—6—150	13
99 Supervisory Head Clerks	125—7½—200	3
100 Sarishtadars (Subordinate Judges' Courts) ..	125—7½—200	2
101 Sarishtadar, District Magistrates' Court ..	190—10—240	1
102 Sarishtadar, District Court	200—10—240—15—300	1

Of the above mentioned staff, categories 1 to 6 are common to all departments and our recommendations therefor may be found elsewhere.

34. *Amins, Junior Bailiffs and Process Writers.*—The Amins execute warrants of attachment of movable and immovable properties, delivery warrants, test warrants and arrest warrants. In addition, they attend by turns to the writing of processes. The Junior Bailiffs in the city, serve summons, notices, etc. They also execute warrants. The Madras Judicial Subordinate Executive Officers' Association has requested that the Amins might be allowed the same scale of pay as that of Senior Bailiffs, Grade I, viz., Rs. 45—3—60—2—90, i.e., the present scale of lower division clerks. Considering the nature of the duties and responsibilities attached to these posts, we are of the view that a scale of Rs. 70—2—100 will suffice for them. We also recommend that in the matter of recruitment to these posts, preference may be given to candidates possessing the minimum general educational qualification.

35. *Copyists.*—We have dealt with the Copyists in all the Courts in the Judicial Department under the High Court Establishment.

36. *Assistant Shroffs.*—The Assistant Shroff is in charge of the cash received from parties, money orders and cheques received in court and cash sent by the Nazir. He has to submit accounts to the Treasurer every day for the moneys received by him. We recommend a revised scale of Rs. 70—2—100 for these posts.

37. *Readers and Examiners.*—We recommend for these two categories the same scale of pay as that proposed for the corresponding staff in the High Court, viz., Rs. 90—3—105—4—125.

38. *Senior Bailiff—Bailiff, Court of Small Causes.*—These posts are now on the same scale of pay as that of lower division clerks. We therefore recommend a revised scale of Rs. 90—4—110—3—140 for these posts. We also recommend that the minimum general qualification should be laid down for these posts, as the incumbents are expected to have a knowledge of the various rules and regulations for the satisfactory performance of their duties.

39. *Translators (City Civil Courts)—Accountant (Presidency Magistrate's Court)—Interpreter, Grade I (Chief Presidency Magistrate's Court)—Manager (Government Pleader's Office)—Manager (Public Prosecutor's Office)—Accountant (Administrator-General and Official Trustee's Office)—Cashier.*—These posts are now on a scale of pay of Rs. 90—5—135. This is an odd scale of pay, wedged in between that of upper division clerks and that of higher supervisory posts. In the interests of rationalization, we recommend a revised scale of Rs. 125—5—175 and in addition a special pay of Rs. 20 for these posts.

40. *Translators (District Courts).*—These posts are now on a scale of pay of Rs. 80—5—110 which is the same as that of Upper Division Clerks. Their work is in no way less onerous than that of Translators in the City Civil Courts and other Courts. We therefore recommend a revised scale of Rs. 125—5—175 plus a special pay of Rs. 20 per mensem for these posts.

41. *Central Nazirs (District Courts and Court of Small Causes, Madras).*—In the general revision of salaries in 1947, the Central Nazirs were allowed a scale of Rs. 90—3—105—5—135. Subsequently it was revised as Rs. 90—5—135. From 1947 onwards, the High Court has been pressing the Government to place these posts on a par with that of Sarishtadars, Sub-Courts, and Head Clerks, District Courts. We have been specifically asked to consider their case. The Central Nazirs in the mufassal courts are in charge of Central Nazaraths serving two or more courts. They supervise the work of the Amins and Process Servers. They are in charge of the preparation and distribution of processes and exercise control over a large staff. We consider that the post of Central Nazirs is as onerous a charge as that of Sarishtadars of Sub-Courts and Head Clerks of District Courts. We therefore adopt the view of the High Court, and recommend for these posts a revised scale of Rs. 180—5—200—10—250, which is the scale suggested below for Sarishtadars, Sub-Courts and Head Clerks, District Courts.

42. *Sarishtadars, Sub-Courts—Head Clerks, District Courts—Head Clerk, Administrator-General and Official Trustee's Office—Manager, Advocate-General's Office.*—The Sarishtadar, Sub-Court, is the chief ministerial officer of the Sub-Court. He is also in charge of the permanent advance and other accounts of the Court. Valuable properties concerned in sessions cases are also in his custody. The Head Clerk, District Court, supervises the work of clerks dealing with pension papers, control of expenditure and budget, contingencies of the entire district, buildings, stationery, etc. He is also in charge of the fair-copying of judgments and orders, both in Civil and Criminal cases. He is in charge of the permanent advance and keeps custody of valuable materials in the Court. Having regard to the responsible nature of the duties attached to these posts, we recommend a scale of Rs. 180—5—200—10—250 for them.

43. *Chief Clerk, Chief Presidency Magistrate's Court, Egmore—Sarishtadars, City Civil Court—Sarishtadars, District Magistrate's Court—Sarishtadars, District Courts.*—The Chief Clerk, Chief Presidency Magistrate's Court, Egmore, is in charge of the personal register for confidential papers and the security register. He scrutinizes all correspondence relating to the Administration of Press and Registration of Books Act, signs copies of declarations to be submitted to the Government, the High Court, etc., and attends to the issue of circulars for the guidance of Honorary Presidency Magistrates. He is the Chief ministerial assistant in the office of the Chief Presidency Magistrate who exercises control over the entire magisterial work in the City of Madras, both in the Stipendiary and non-Stipendiary Magistrates' Courts. The duties attached to the post of Chief Clerk, Chief Presidency Magistrate's Court are thus very important and the present scale of pay is not adequate. We therefore consider that this post should be equated to that of Sarishtadars of District Magistrates' Courts.

44. The Sarishtadars of District Courts, District Magistrate's Courts and the City Civil Court are now on the scale of Rs. 190—10—240. It has been represented to us that these posts should be equated to that of Huzur Sarishtadars in Collector's offices. In view of the arduous nature of the duties and responsibilities attached to these posts, we propose for them the scale of Rs. 250—15—400, which we have suggested for Huzur Sarishtadars in the Revenue Department.

45. *Official Receivers (Full-Time) (Grades I and II).*—We understand that the institution of full-time Official Receivers will soon become extinct and that hereafter there will be only part-time posts of Official Receivers. There is now only one post in each of the two grades and the scales of pay allowed to them are also overlapping. We do not therefore consider it necessary to retain the existing two grades. We recommend that the two grades of Official Receivers may be combined into one, and allowed a unified scale of Rs. 225—10—275—15—425.

46. *Sub-Magistrates.*—The present scale of pay of Sub-Magistrates corresponds to that of Tahsildars. A considerable volume of judicial work is transacted by the Sub-Magistrates and it is very necessary to get for this class of public servants recruits of the right stamp who will maintain high standards of efficiency and integrity. We recommend a scale of Rs. 250—15—400 for this category.

47. *Additional First-class Magistrates.*—Their duties and responsibilities are more onerous than those of Sub-Magistrates and they are invested with higher magisterial powers. We accordingly recommend a revised scale of Rs. 375—25—525 for this category.

48. *Deputy Administrator-General and Official Trustee.*—We consider that this post may be equated to that of District Munsif and we propose a revised scale of Rs. 375—25—700 for it.

49. *District Munsifs—Subdivisional Magistrates—IV to VIII Presidency Magistrates—Assistant Judge-cum-Registrar (City Civil Court and Court of Small Causes).*—The number of posts in this group is ninety-seven against fifty posts in the next higher cadre of Subordinate Judges. The opportunities for promotion to the higher cadre are thus adequate, and we understand that the District Munsifs normally get promotion as Subordinate Judges in their twelfth year of service or even earlier. Having regard to the age of recruitment and the opportunities for promotion we consider that a twelve or thirteen years' scale will be sufficient for these posts. We are also of the opinion that the present combined scale for this group and for Subordinate Judges should be split up, and separate scales prescribed. As we have held elsewhere in this report, there is no need to retain an efficiency bar for this scale. We accordingly recommend a revised scale of pay of Rs. 375—25—700 for District Munsifs, Subdivisional Magistrates and other posts equated with them.

50. *District Magistrates (Judicial)—Subordinate Judges—Puisne Judges, Court of Small Causes—Assistant Judges, City Civil Court—II and III Presidency Magistrates.*—These are all posts filled by promotion. The High Court has suggested a scale of Rs. 700—50—1,000 for these posts with a selection grade on Rs. 1,000—100—1,200. We find that there are no district officers, except Collectors and District Judges, who are started on a scale of pay above Rs. 600. At the same time, we observe that the Subordinate Judges have unlimited monetary jurisdiction and have also wide appellate powers. Bearing this in mind, we fix the starting pay of this category at Rs. 650. Considering the good prospects of promotion to the cadre of District Judges open to this category, we do not think it necessary to fix the maximum of their pay as high as Rs. 1,000 or to provide for a selection grade. Consequently we recommend a revised scale of Rs. 650—40—850 for these posts.

51. *District Judges—Chief Presidency Magistrates, etc.*—Consistent with our general approach to the problem of revision of salaries, we are not suggesting any change in the existing minimum and maximum of the scales of pay for these posts. The present scale of pay of District Judges is identical with the senior time-scale of the I.A.S. except for the higher initial pay. Keeping this in view, we propose a revised scale of Rs. 1,100—50—1,300—1,300—60—1,600—100/2—1,800.

52. *Assistant Public Prosecutors, Grades I and II.*—Assistant Public Prosecutors are whole-time Government servants. They appear on behalf of the State and conduct prosecutions in the Magistrates' Courts in the districts. They are not allowed private practice. The Association of Assistant Public Prosecutors has pleaded for parity for this category with the Assistant State Prosecutors in the City, whose pay scales are considered in the chapter dealing with the Police. The conditions of living in the Madras City are different from the mufassal. The Assistant State Prosecutors in the City are more frequently called upon to appear in important cases than their counterparts in the districts, and they have to contend frequently against the senior lawyers of the Madras bar, who appear in such cases. Thus some distinction can legitimately be made between Assistant Public Prosecutors in the mufassal and Assistant State Prosecutors in the City. The Assistant Public Prosecutors are now on two grades, Grade II on Rs. 175—5—210—10—250 and Grade I on Rs. 250—10—350. We recommend a revised scale of Rs. 225—15—375 for Assistant Public Prosecutors, Grade II, and Rs. 300—15—450—25—500 for Assistant Public Prosecutors, Grade I.

53. The Assistant Public Prosecutors are now non-gazetted officers. It has been represented to us that in the course of their official duties they have to deal with officers of high status in the various departments in the districts, and that therefore they should be given gazetted status. This is a purely administrative matter to be settled by the Government. We ourselves feel that having regard to the revised scales proposed, there is a good case for gazetting the posts of Assistant Public Prosecutors, Grade I.

54. At present there are thirteen posts of Assistant Public Prosecutors in Grade I and fifty-five posts in Grade II. They are now eligible for appointment to the posts of Sub-Magistrates, Additional First-class Magistrates and Subdivisional Magistrates. In the cadre of Sub-Magistrates a certain percentage of posts has been reserved for transferees from Assistant Public Prosecutors, Grade II. There is no such reservation in respect of higher posts. The difference in the pay scales of the posts of Sub-Magistrates and Assistant Public Prosecutors, Grade II, is not sufficiently wide to make the former a substantial promotion category for the latter. We feel that the opportunities for promotion for Assistant Public Prosecutors, Grades I and II, should be improved, and that the knowledge and experience acquired by them in handling a large number of criminal prosecutions would render them highly suitable for appointment to higher magisterial posts. We accordingly recommend that among the various categories eligible for appointment to the posts of Additional First-class Magistrates and Subdivisional Magistrates by transfer or by promotion, substantial preference should be shown to the Assistant Public Prosecutors, and that a reasonable number of posts in each cadre should be reserved exclusively for them.

55. *Part-time posts.*—The part-time posts of Law Officers like the Advocate-General, Public Prosecutors, Government Pleader, Editor, Indian Law Report, Official Receiver, etc., are all on fixed rates of pay. As these are all part-time posts, we are not suggesting any changes.

56. *Posts in Kanyakumari district.*—We have dealt with these posts in a separate chapter relating to the personnel transferred from the former Travancore-Cochin State.

The scales of pay for the other posts in this department are specified in Part IV.

57. Before we conclude this chapter, we have to mention that the High Court has drawn our attention to the present comparative stagnation in the clerical cadres in the Judicial Department. It has pointed out that normally it takes a long time for a Lower Division Clerk in the Judicial Department to obtain promotion to the Upper Division even though he fully qualifies himself by passing the prescribed tests. It has stated that retarded promotions are even more marked in criminal courts, where against 555 posts of Lower Division Clerks, there are only 31 posts of Upper Division Clerks. The High Court has therefore urged that unless there is a substantial increase in the number of posts in the Upper Division, the present stagnation is bound to continue with all the attendant adverse effects on the morale of the Lower Division Clerks.

58. We have elsewhere reviewed in a general way the present distribution of clerical posts between the Upper Division and the Lower Division and have drawn attention to the uneven chances of promotion available to Lower Division Clerks in different departments. We have also pointed out that the proportion of Upper Division to Lower Division posts should be substantially raised in most of the departments, and that generally a ratio of 1 : 3 between Upper Division and Lower Division will be fair. The Judicial Department is one of those departments in which the existing strength of clerical posts in Upper Division is low and will need to be stepped up. The High Court has formulated certain concrete suggestions for the upgrading of clerical posts in the mufassal and in the City and have communicated them to us through the Registrar. We agree with its suggestions in regard to the imperative need for the upgrading of clerical posts in the Judicial Department, so as to maintain a satisfactory ratio between Upper Division and Lower Division. The exact number and details of the posts to be upgraded may be settled by the Government in consultation with the High Court. As regards the High Court establishment, there are 61 posts in Upper Division and 139 posts in the Lower Division thus giving a ratio of 1 : 2 which *prima facie* is not unfair. Having regard, however, to the intrinsic importance of the work of the ministerial staff of the High Court, it has been suggested that the number of posts in the Upper Division and Lower Division should be equal. This suggestion may also be considered by the Government at the same time.

CHAPTER XXV.

INDUSTRIES DEPARTMENT.

1. Among the various development departments of the Government, the Industries Department is perhaps the one which has witnessed the greatest expansion during the Second Five-Year Plan period. In pursuance of the Government's policy of promoting cottage and small-scale industries in a big way, the department has started a number of Production-cum-Training Centres in various industries such as centres for tanning and finishing leather, centres for the manufacture of balances and scales, surgical instruments, hand-tools, farm implements and agricultural machinery, hurricane lanterns, glassware and cutlery, etc. A large industrial estate, one of the biggest of its kind in the country, has been established at Guindy. The department has also opened a number of centres for the training of craftsmen required for the different trades.

2. All these varied activities of the department have been reflected in a large scale expansion of the staff of the department at all levels. The Director is now assisted by a number of officers like Joint Directors, Deputy Directors, etc., in the implementation of the schemes drawn up for different industries. To push through the building programmes of the department, a separate construction branch has been organized under the control of a Superintending Engineer with complementary engineering staff in the lower grades. At the district level too, the organization of the department has been strengthened with the appointment of an Assistant Director of Industries and Commerce as well as a Village Industries Officer for all districts, except the Nilgiris, which has only a village Industries Officer.

3. In the chapters dealing with other departments, we have generally set out in the first instance, the existing strength and scales of pay of the different categories of staff, and then discussed at some length the considerations to be borne in mind in prescribing revised scales of pay for them. But we feel that it is necessary to follow a slightly different pattern of discussions in respect of the Industries Department in view of the multiplicity of grades in it. There are as many as 121 categories of gazetted officers and 326 different categories of non-gazetted staff in the department. The most convenient procedure will therefore be to indicate briefly the general principles followed by us in determining the revised scales of pay of the more important gazetted and non-gazetted posts and then to set out in a tabular form the existing strength and scales of pay of the different posts together with the revised scales of pay recommended for them in the light of such general principles. As many of the gazetted and non-gazetted posts in this department are technical posts, for which it is difficult to find parallels in other departments of the Government, we held discussions at length with the Director of Industries and Commerce on the principles to be followed in the grouping of the different posts for fixation of revised scales of pay, and our recommendations are generally based on the conclusions reached at the discussions with him.

4. The pay structure of the gazetted staff of the department may be examined in the first instance. We notice that in the existing set up a number of technical and non-technical posts with varying qualifications have been designated alike and allowed uniform scales of pay. Thus, there is a very large group of officers designated as Deputy Directors of Industries and Commerce on the scale of Rs. 420—700. Of the posts included in this group, many are technical posts for which engineering or other technical qualifications have been prescribed, but there are also many posts which are non-technical or for which only experience in a particular trade or industry for a specified period has been prescribed. We feel that posts requiring technical qualifications, such as an engineering qualification, will have to be given a fairly liberal order of increase consistent with the increased emoluments proposed for engineering staff in other departments such as the Public Works Department, while the scales of pay of non-technical posts can be settled on different considerations. In other words we feel that the existing relativities between the different posts in the department cannot all be preserved in the new pay structure and that in fact the opportunity should be taken to recast the pay structure of the department with reference to the general principle that technical personnel who are in short supply should be given a larger increase in emoluments than non-technical personnel in respect of whom no serious difficulties in recruitment have been experienced. The Director of Industries and Commerce has expressed his general agreement with this approach, but has only added that in this process of classification of posts not merely engineering personnel but also personnel with other specialist qualifications in different branches of technology, for example glass technology or ceramics should be classified as "technical". We accept the views of the Director of Industries and Commerce and our classification of posts in the different grades of pay as "technical" and "non-technical" generally follows the advice tendered to us by the Director of Industries and Commerce.

5. It was pointed out to us that the scales of pay now fixed for some of the technical posts requiring qualifications of a specialised nature were not adequate and that some of these posts have still not been filled up. We feel that the revised scales of pay now being proposed by us will, to a certain extent, ease the present difficulties in recruitment of such specialised personnel; if they are still found inadequate, the best solution will be, not to raise the scales of pay of those posts, but to engage suitable personnel on contract on mutually acceptable terms.

6. We now turn to the detailed examination of the scales of pay of some of the gazetted posts of the department. There are a number of gazetted officers, such as Deputy Registrars of Co-operative Societies in the Industrial Co-operative Branch, Assistant Engineers, Executive Engineers and Superintending Engineers in the Construction Branch, and Accounts Officers in the Accounts Branch who are on the same scales of pay as their counterparts in other departments. The scales of pay proposed by us for similar posts in other departments will apply to these posts also.

7. Of the gazetted staff special to the department, there are a number of posts on the scale of pay of Rs. 230—30/2—410 of which the Village Industries Officers are numerically the largest. The scale of pay of the Village Industries Officers which was fixed only recently seems to be generally adequate in relation to their qualifications and responsibilities. There would, therefore, be a strong case for leaving the scale unaltered, but in the interests of rationalisation, we recommend a revised scale of Rs. 300—15—450—25—500 for these posts.

8. The posts of Personal Assistant to the Administrative Officer, Industrial Estate, Guindy, and the Personal Assistant to the Principal, School of Arts and Crafts are non-technical posts for which, again, the scale recommended by us Rs. 300—15—450—25—500 will be adequate.

9. Likewise, the posts of Rural Industrial Officers cannot be classified as "technical" as the rules contemplate promotions, among others, of Superintendents also. Similarly, for the post of the State Gur Development Officer, the Ceramic Chemist, Sericultural Experts, etc., the qualification prescribed is only a degree in Science and the revised scale of pay proposed for Village Industries Officers will be adequate for them. There is a post of Apprenticeship Adviser on this scale for which a degree in Engineering and three years' experience in a workshop has been prescribed as essential qualification. As in the Public Works Department a Junior Engineer becomes an Assistant Engineer only after about five years' service, a lower initial pay than that of Assistant Engineers will suffice for this post. Similar considerations will apply also to Engineers of the Ceramic Training Centre. We, therefore, recommend that the revised scale of Rs. 300—15—450—25—500 proposed for the Village Industries Officers may be adopted for these posts also.

10. The other posts in this grade of Rs. 230—410 do not present any special difficulties and we suggest that their existing parity with the Village Industries Officers may be maintained.

11. We have then a number of other posts on the scale of Rs. 260—500 which is incidentally identical with that of Assistant Engineers in the Public Works Department. Having regard to the present scarcity of engineering personnel and the need to give the technical personnel an improved status in the new welfare State, we have proposed for them a revised scale of pay of Rs. 350—25—650 thus giving them a larger order of increase in their emoluments than comparable grades of non-technical staff. It will not be necessary to extend this revised scale to all the 31 different categories of posts on the scale of Rs. 260—500 in the Industries Department. We feel that the revised scale of pay for the Assistant Engineers should be applied only to posts in this group which can be classified as "technical" and that for other non-technical posts a lower scale of pay would suffice. We have carefully scrutinized the qualifications laid down for the different posts in this group in consultation with the Director of Industries and Commerce and indicate below our views in regard to the classification of posts as "technical" and "non-technical" and the determination of the revised scales in relation to such classification.

12. The Assistant Directors of Industries and Commerce are the largest category of staff on this scale of pay. The qualification prescribed for recruitment to these posts, both by transfer and direct recruitment, is a degree or diploma in some engineering branch. Some previous experience, besides this, is also insisted upon. In view of this, we recommend for this class of officers the same revised scale of pay as for Assistant Engineers, namely, Rs. 350—25—650. There are certain other posts in this group which are similar in nature such as Superintendent for Service Centre for Pressed-metal Products; Production Assistant, Hand-tools Unit, Guindy; Superintendent, Service Centre for Surgical Instruments; Superintendent for the Development of Brassware and Cutlery Industry; General Superintendent, Production-cum-Service Centre for Hurricane Lanterns, etc. A degree or diploma in some branch of engineering together with some practical experience has been prescribed as an obligatory qualification for these posts also. We suggest, therefore, the same revised scale as above, namely, Rs. 350—25—650.

13. There is a post of Superintendent, Factory for Crushing Quartz, for which a degree or diploma in engineering is only an optional qualification and the rules contemplate also appointment of S.S.L.Cs. with five years' practical experience. It may appear, therefore, that this post should be classified as "non-technical" and allowed a lower scale of pay. But, as the Director has urged before us that it is difficult to get suitable men with experience in this branch on the existing scale of pay, we suggest that the post may be classified as "technical" and allowed a higher scale of pay of Rs. 350—25—650.

14. Among the posts included in this group, there are posts of Principals, Industrial Training Institute, Madurai and Pettai, and Principal, Industrial Training Centre, Madras. We propose for them the same revised scale of pay as proposed for Assistant Engineers, Rs. 350—25—650, which will also assure them parity with heads of sections in Polytechnics and will, therefore, be fair. We also suggest that Principals of Training Centres with a strength of more than 500 may be allowed a special pay of Rs. 50 in addition. In view of the responsibilities attached to the posts of Assistant Directors (Ceramics), Central Office, in this group we suggest for them the same scale of Rs. 350—25—650 and in addition a special pay of Rs. 50.

15. For the other posts included in this grade of pay for which engineering has not been prescribed as an obligatory qualification, we feel that a revised scale of Rs. 300—25—600 will be sufficient. The posts of Manager, Government Hand-made Match Factory, Perambur; Designer, Footwear Production-cum-Service Centre, Perambur; and Tanning Superintendent for Service-cum-Training Centre, Vinnamangalam, may all be placed on a lower scale of Rs. 300—25—600.

16. We then have a large number of posts designated as Deputy Directors of Industries and Commerce on a scale of Rs. 420—700. Under this category also there are two different classes of posts, one for which a degree or diploma in engineering or some other branch of technology is an obligatory qualification and others which are merely non-technical posts. We suggest that while technical posts in this group should be allowed a revised scale of Rs. 600—40—1,000, which is the scale that we have proposed for Executive Engineers in Public Works and other departments, the other non-technical posts need be allowed only a lower scale of Rs. 600—30—900 which is the scale of pay we have proposed for Deputy Directors of Agriculture, Deputy Director of Fisheries, etc.

17. We have a number of engineering posts on an intermediate scale of Rs. 320—600. Such posts are those of General Superintendent, Galvanizing Plant, Mettur Dam; General Superintendent for Lock Industries; General Superintendent, Ceramic Training Centre; General Superintendent, Scientific Glass Apparatus Factory; Administrative Officer, Servicing Corporation at the Industrial Estate, Guindy. We recommend that all these posts excepting those of Superintendent, Service Centre for Lock Industries, Dindigul, and General Superintendent, Scientific Glass Apparatus Factory, may be allowed the revised scale of pay proposed by us for Assistant Engineers in the Public Works Department and the Assistant Directors of Industries and Commerce, namely, Rs. 350—25—650. The General Superintendent, Ceramic Training Centre, may be allowed in addition a special pay of Rs. 50 and the Superintendent, Galvanizing Plant, Mettur Dam, a special pay of Rs. 100.

18. The Director urged that the posts of Superintendent for the Service Centre for Lock Industries, Dindigul, and General Superintendent, Scientific Glass Apparatus Factory, should be grouped with the Deputy Directors of Industries and Commerce (Technical) and allowed the same revised scale, namely, Rs. 600—40—1,000. We agree with him and recommend accordingly. Likewise, the post of Superintendent, Footwear Centre, Perambur, deserves also to be upgraded, but this post may be allowed the same scale of pay as for non-technical Deputy Directors of Industries and Commerce, namely, Rs. 600—30—900.

19. Among the posts at present graded with the Deputy Directors of Industries and Commerce is the post of Chief Chemist, Chemical Testing and Analytical Laboratory. It has been felt for some time past that his present scale of pay is not consistent with the high qualifications prescribed for the post. The question of conferring on the post the status of a Head of a Department has also been engaging the attention of Government. Though the Chemical Testing and Analytical Laboratory was set up with certain high objectives and was intended to play a significant part in the industrial development of the State, it is yet to fulfil its promise. It is now just one year since the Laboratory moved to its new location in the Industrial Estate and the Laboratory is now assisting the Sub-Committee for Medium and Small-scale Industries constituted under the auspices of the State Industries Development Committee in the analysis of samples of ores and raw materials. As the Laboratory will have to work in close collaboration with the other branches of the Directorate of Industries and Commerce, we consider that it would be inappropriate to separate the Chemical Testing and Analytical Laboratory from the Industries Department and elevate it to the status of a separate department. We feel that the Chemical Testing and Analytical Laboratory should continue to be under the Director of Industries and Commerce, but that having regard to the potentialities of the Laboratory and the high qualifications prescribed for the post of Chief Chemist, it will be only fair if the post is graded with those of the technical Deputy Directors of Industries and Commerce and allowed a revised scale of Rs. 600—40—1,000.

20. There are a few posts such as General Superintendent of Servicing Centres for Manufacture of Hand-tools at the Guindy Industrial Estate, Industrial Engineers and Works Managers, which are on the same scale as that of Executive Engineers, and for which a degree or a diploma in Engineering is an obligatory qualification. We recommend that these posts may be allowed the same scale of pay as that proposed by us for Executive Engineers in the Public Works Department, namely, Rs. 600—40—1,000.

21. It will be seen that we have drawn a distinction between the various Deputy Directors and have proposed a higher scale for one group of Deputy Directors. We suggest that all Deputy Directors for whom we have proposed the higher scale of pay may be designated as Deputy Directors (Technical) and others merely as Deputy Directors.

22. There is now a post of Administrative Officer in the Industrial Estate on a scale of Rs. 600—50/2—1,000. We recommend that this post may also be grouped with other Deputy Directors (Technical) and allowed the same scale of pay proposed for them and in addition a special pay of Rs. 100.

23. The next higher category in the department is that of Joint Directors of Industries and Commerce who are now on a scale of Rs. 850—50/2—1,000. In the interests of rationalization, we recommend for these posts a revised scale of pay of Rs. 900—50—1,100 as in the case of many other Joint Heads of Departments. The Director of Industries and Commerce, however, proposed that the Joint Director (Engineering) should be allowed the same revised scale as Superintending Engineer. We agree with him and accordingly suggest for the Joint Director (Engineering) a scale of Rs. 1,100—50—1,300. We also recommend that the Joint Director for the manufacture of handloom parts at Salem should be allowed the same scale of pay as Joint Director (Engineering).

24. Two posts of experts in Foundry and Dye-sinking on a scale of Rs. 1,000—100/2—1,500 have been sanctioned. As these are all posts of Specialists which have not yet been filled up for lack of suitable personnel, we are not suggesting any revised scale. We suggest that the posts may be filled on contract, if need be, on a higher initial pay.

25. The post of Director of Industries and Commerce is now held by an officer borne on the I.A.S. cadre. The existing scale of Rs. 1,200—100/2—1,400 for non-I.A.S. Officers does not call for any change at present and we would propose a revised scale of Rs. 1,200—50—1,400 providing merely for annual in the place of biennial increments.

26. Some special remarks are called for in regard to the post of Propaganda Officer on a scale of Rs. 200—25/2—250. This post was given gazetted status only in 1956. The Director has recommended a higher scale for this post on the ground that the duties of the post involve heavy work both in the office and in the field as the officer has to promote publicity for departmental products, carry out market survey and also arrange for the participation of the department in different exhibitions. From our discussions with the Director of Industries and Commerce, we find that the Propaganda Officers' work brings him in contact with leading businessmen with whom, therefore, he should be able to move with ease and confidence. We therefore feel that some improvement in his existing scale is called for and accordingly recommend a scale of Rs. 300—15—450 for this post.

27. We now indicate briefly our views in regard to the revision of scales of pay of the different categories of non-gazetted staff of the department. As observed earlier, the present pay structure of the non-gazetted staff, technical and non-technical, in this department is very complicated. There are 326 different categories of posts, on as many as 64 scales of pay. In the light of our discussions with the Director of Industries and Commerce, we feel that the existing pay structure should be simplified on the following lines. The categories of staff in common with other departments should be allowed the revised scales of pay proposed for such staff elsewhere. The non-technical posts should be allowed revised scales of pay with due regard to the order of increase proposed for such posts in other departments. As regards technical posts, we asked the Director to classify them into a few broad groups on the basis of their qualifications and responsibilities. On the basis of such grouping indicated by the Director of Industries and Commerce, we have proposed revised scales of pay for the different posts. We have taken care to see that posts for which an engineering qualification, a diploma or a degree has been prescribed, are allowed emoluments comparable to those proposed for engineering personnel elsewhere. For many of the technical posts, practical experience in the industry for a certain period is insisted upon in addition to a diploma or a degree in engineering. We have in all those cases generally fixed a higher initial pay than for Supervisors or Junior Engineers, as the case may be. For posts such as Production Assistants, Foreman Instructors, etc., which are filled by promotion from technical posts below, we have recommended revised scales of pay as for Junior Engineers, even though the qualification prescribed may be only a diploma in engineering. This is because the last lap of the Supervisor's scale in the Public Works Department coincides with the Junior Engineers' scale and it is necessary to assure the Diploma holders in the Industries Department the same emoluments in the later stages of their career as their counterparts in the Public Works Department. With reference to these broad considerations, we indicate in the tabular statements in Part IV the existing strength of different categories of staff, their present scales of pay and the revised scales of pay considered appropriate by us.

CHAPTER XXVI.

INFORMATION AND PUBLICITY DEPARTMENT.

1. During the period of the Second World War there was a Publicity Organisation of the National War Front under a Director of War Publicity. With the cessation of hostilities the National War Front was wound up in 1945 and a skeleton Publicity staff was appointed in the Board of Revenue (C.S.) under a Public Relations Officer for propaganda in order to popularise unfamiliar foodgrains like wheat, millets, etc. In 1946 when the popular

Ministry assumed office, it was considered that the Publicity work of all departments of the Government should be centralised under a Director of Information and Publicity and a new organization was set up in July 1946 and attached to the Public Department.

2. The Public (I. & P.) Department which thus came into existence in 1946 has since then witnessed a considerable expansion of its activities. Besides functioning as a liaison organisation between the Government and the public and the Press, the department is the channel through which publicity is given to the policies of the Government and their activities and achievements through press notes, communiques, releases, etc. The department also publishes an information journal called "Madras Information". In addition, important newspapers and periodicals published in the State and outside are scrutinised, inaccuracies corrected, and incorrect statements contradicted. The photographic section of the department regularly supplies to the press photographs relating to important Government activities and current events. The department also handles subjects allied to Information and Publicity, such as the Press Conferences of Ministers, Press Advisory Committee meetings, Publicity advisory meetings, visits of important delegations, missions, etc.

3. In 1958 on the recommendation of the Special Officer for Retrenchment and Re-organisation, the offices of the Senior Translator to Government and the Registrar of Books were merged with the Directorate of Information and Publicity and they now function as separate wings of the Information and Publicity Department.

4. The existing strength and the scale of pay of the various categories in the department are as follows :—

Serial number and designation. (1)	Number of posts. (2)	Existing scale of pay. (3) RS.
1 Peons	4	18—1—25.
2 Attender, Children's Theatre	1	24—1—35.
3 Drivers	6	40—1—50.
4 Typists	2	45—3—60—2—90.
5 Accountants	2	140—5—190.
6 Van Cleaners	6	15—1—20.
7 Theatre Attendants	2	24—1—35.
8 Packers	4	24—1—35.
9 Binder	1	30—2—50.
10 Typist, Children's Theatre	1	51—3—75—2½—100.
10-A. Stenographer, Information Centre	1	51—3—75—2½—100.
11 Projectionist, Information Centre	1	80—2—100.
12 Reserve Operator, Information Centre and Operators (Propaganda).	7	80—2—100.
13 Receptionists, Information Centre	3	80—3—95—5—110.
14 Junior Assistant Translators	7	80—3—95—5—110.
15 Sales Assistant, Information Centre	1	80—3—95—5—110.
16 Readers, Grade II	2	80—5—110.
17 Reader, Grade I	1	125—5—175.
18 Translator	1	95—5—125.
19 Upper Division Accountant	1	90—10—150—5—175.
20 Assistant Photographers	2	100—5—150.
21 Photographer	1	150—5—180.
22 Film Operator, Children's Theatre	1	120—5—180.
23 Reserve Film Operator, Children's Theatre	1	120—5—180.
24 Publicity Assistants	4	150—5—200.
25 Information Assistants	2	150—5—200.
26 Reference Assistant	1	150—5—200.
27 Journalist	1	150—5—200.
28 Reporter	1	150—5—200.
29 Press Assistant	1	150—5—200.
30 Assistant Editor	1	150—5—200.
31 Librarian, Information Centre	1	150—5—200.
32 Assistant Registrar of Books	1	150—5—200.

Serial number and designation.	Number of posts.	Existing scale of pay.
(1)	(2)	(3) RS.
33 Manager, Children's Theatre	1	200—10—300.
34 Research Assistant, Children's Theatre ..	1	200—10—300.

State Service.

35 Additional Tamil Translator	1	240—40/2—400.
36 Exhibition Officer	1	250—25/2—400.
37 Tourist Officers	2	250—50/2—500.
38 Public Relations Officer	1	250—50/2—500.
39 District Publicity Officers	6	250—50/2—500.
40 Scrutiny Officer (I. & P.)	1	300—40/2—500.
41 Publication Officer	1	300—50/2—500.
42 Officer-in-charge, Information Centre ..	1	300—50/2—700.
43 Assistant Director of Information and Publicity.	2	475—75/2—700.
44 Assistant Director (Translation)	1	475—75/2—700.
45 Deputy Director of Information and Publicity (held in abeyance).	1	600—75/2—900.
46 Director of Information and Publicity ..	1	800—75/2—1,100—100/2—1,300.

Of the above categories of staff, categories 1 to 6 are common to all the departments and our recommendations therefor will be found elsewhere.

5. There are seven posts of Operators (Propaganda) and Reserve Operators (Information Centre) and one post of Projectionist, Information Centre on Rs. 80—2—100. We have recommended a revised scale of Rs. 125—3—140—5—150 for the Operators in the other departments. We recommend that the same scale may be adopted here also.

6. For the posts of Receptionists (Information Centre and Tourists Office), the Sales Assistant (Information Centre) and for the Junior Assistant Translators, who are all on Rs. 80—3—95—5—110 and also for Readers, Grade II, on Rs. 80—5—110 and Translator on Rs. 95—5—125 we recommend a revised scale of Rs. 125—5—175, the same as that proposed for the Upper Division Clerks in the Madras Ministerial Service. For the Reader, Grade I, who is now on a scale of pay of Rs. 125—5—175 we recommend a revised scale of Rs. 180—5—200—10—250.

7. There are two posts of Assistant Photographers on Rs. 100—5—150 and one post of Photographer on Rs. 150—5—180. During our discussions with the Director of Information and Publicity, he suggested that the post of Photographer be equated to that of Publicity Assistant. Since the qualifications required for recruitment to these posts are radically different, we do not feel that there is any justification for equating the Photographer to the Publicity Assistants. Taking into consideration the qualification prescribed for the posts, we recommend a revised scale of Rs. 125—5—175 for the Assistant Photographers and Rs. 180—5—200—10—250 for the Photographer. The increase in emoluments now proposed for Assistant Photographers is not appreciable, for even now his scale of pay compares favourably with the scale of pay of Photographers in other departments.

8. For the post of Film Operator and Reserve Film Operator, Children's Theatre, we recommend a revised scale of Rs. 150—5—175—10—225.

9. There are four posts of Publicity Assistants on Rs. 150—5—200 in this department. During our discussion with the Director of Information and Publicity he pointed out that the wage board had recommended a scale of Rs. 175—20—375—25—600 for the Sub-Editors, etc., in a 'B' Class Newspaper establishment from whom Publicity Assistants were generally drawn. As the existing scale of pay of this category corresponds to that of Deputy Tahsildars in the Revenue Department we recommend only a revised scale of Rs. 200—270 for the Publicity Assistant. The initial pay with Dearness Allowance of the Publicity Assistant will thus roughly correspond to that proposed for Sub-Editors of 'B' class Newspapers. If along with this reasonable opportunities of promotion to higher posts like Public Relations Officers, District Publicity Officers, etc., are also made available to the Publicity Assistants, there may be no great difficulty in recruiting suitable personnel to this cadre in view particularly of the greater security of tenure in a Government organization than in a private newspaper establishment. We accordingly suggest that the posts of Public Relations Officers and District Publicity Officers may be reserved for promotion from the posts of Publicity Assistants.

10. There are also posts of Information Assistants, Reference Assistant, Journalist, Reporter, Press Assistant and Assistant Registrar of Books on Rs. 150—5—200. We recommend that the same revised scale as proposed for the Publicity Assistants, viz., Rs. 200—5—240—10—270 may be adopted for these posts also.

11. Then there is one post of Assistant Editor on Rs. 150—5—200. There is a post of Editor in the Hindu Religious and Charitable Endowments Department for which a higher scale of Rs. 200—10—300 has been already allowed and for which we have recommended a revised scale of Rs. 250—15—400. As the qualifications prescribed for both the posts are more or less the same, we recommend that the same scale as proposed for the Editor, Hindu Religious and Charitable Endowments Department, viz., Rs. 250—15—400 may be adopted for this post also. In this connexion, we find that there is a post of Sub-Editor on Rs. 120—5—180, in the Women's Welfare Department for whom we have recommended a scale of Rs. 125—5—175 in view of the lower qualification prescribed for the post. We feel that this independent publication which, being of limited interest cannot in any case have a wide circulation, may be discontinued and a women's section introduced instead in the journal "Grama Nalam" of the Information and Publicity Department.

12. For the posts of Additional Tamil Translator on Rs. 240—40/2—400 and Exhibition Officer on Rs. 250—25/2—400 we recommend a revised scale of Rs. 300—15—450—25—500 and for the posts of Tourist Officers, Public Relations Officer and District Publicity Officers, we recommend a revised scale of Rs. 300—25—600.

13. There is a post of Scrutiny Officer (Information and Publicity) on Rs. 300—40/2—500. This post was created in March 1959 consequent on the merger of the offices of the Senior Translator to Government and the Registrar of Books with the Information and Publicity Department. No change should normally be necessary in the existing scale of the post except the merger of dearness allowance and the substitution of annual for biennial increments. But in the interests of rationalization, we recommend a revised scale of Rs. 350—25—650 for it. For the post of Publications Officer on Rs. 300—50/2—500 who is in charge of the Government Publications issued from the Public (Information and Publicity) Department, we recommend that the same revised scale as that of Scrutiny Officer, viz., Rs. 350—25—650 may be adopted.

14. The Officer in charge of the Information Centre is on a scale of Rs. 300—50/2—700 corresponding to that of Deputy Collectors in the Revenue Department. We recommend that the revised scale proposed for the Deputy Collectors, viz., Rs. 375—25—800 may be adopted for this post.

15. The existing scale of pay of the Assistant Directors of Information and Publicity corresponds to that of Assistant Secretaries to Government. We recommend that the revised scale recommended for the Assistant Secretaries, viz., Rs. 550—40—750—50—800 may be adopted for these posts. The post of Deputy Director (Information and Publicity) on Rs. 600—75/2—900 is held in abeyance now. As there is at present no post of Deputy Director, we feel that the posts of Assistant Director which will hereafter be on the scale of Rs. 550—40—750—50—800 could appropriately be re-designated as Deputy Directors.

16. The existing scale of pay of the Director of Information and Publicity is Rs. 800—75/2—1,100—100/2—1,300. The Information and Publicity Department is functioning only as a part of the Secretariat and the Chief Secretary to Government is also the Secretary in charge of the department. The Director of Information and Publicity occupies, therefore, a position analogous to a Deputy Secretary to Government. In view of this, we suggest that the revised scale proposed for the Deputy Secretaries, viz., Rs. 900—50—1,200, may be adopted for this post, the existing incumbent being protected.

Our recommendation in respect of other isolated posts will be found in Part IV.

CHAPTER XXVII.

INSPECTORATE OF MUNICIPAL COUNCILS AND LOCAL BOARDS.

1. The Inspector of Municipal Councils and Local Boards is in supervisory charge of the District Boards, Municipalities and Panchayats. The Madras Panchayat Act, 1955, contemplates the formation of a Panchayat Union for every development block. The Act also casts an obligation on the Government to entrust the Community Development Programme to the Panchayat Unions and provides for the appointment of Block Development Officers as ex-officio Commissioners of Panchayat Unions. These changes will

necessitate an extensive reorganization of the present Inspectorate of Municipal Councils and Local Boards. But pending such reorganization, it is necessary to propose revised scales of pay for the various posts set out in the statement below :—

Serial number and name of the post. (1)	Existing scale. (2) RS.	Number of posts. (3)
1 Peons	18—1—25	296
2 Duffadar	22—1—30	1
3 Attenders	24—1—35	48
4 Lower Division Clerks	45—3—60—2—90	335
5 Typists and Steno-typists	45—3—60—2—90 plus special pay.	26
6 Upper Division Clerks	80—5—110	48
7 Junior Superintendents	140—5—190	9
8 Manager	190—10—240	1
9 District Panchayat Overseers	70—2—90—3—120	31
10 District Engineering Supervisors for Panchayat Works.	100—5—150—10—250	11
11 Deputy Panchayat Officers and Extension Officers for Panchayats.	100—5—150	211
12 District Panchayat Officers, Grade II	150—5—200	13
13 District Panchayat Officers, Grade I	200—10—300	11
14 Municipal Commissioners, Grade III	150—5—200	33
<i>Gazetted.</i>		
15 Municipal Commissioners, Grade II	200—10—300	16
16 Municipal Commissioners, Grade I	300—25—500	13
17 Municipal Commissioners (Selection Grade)	300—50/2—700 plus Rs. 100 special pay.	3
18 Municipal Commissioner (Special Grade)	300—50/2—700 plus Rs. 150 special pay.	1
19 Personal Assistants to the Inspector of Local Boards.	300—50/2—700	4
20 Personal Assistant to the Special Officer of District Boards and Ex-officio Regional Inspectors of Local Boards.	300—50/2—700	10
21 Inspector of Local Boards	(Senior I.A.S. scale)	1

Of the above staff, categories 1 to 8 are common to all departments.

2. Among the other categories the District Panchayat Overseers and the District Engineering Supervisors are on the same scale as Overseers and Supervisors in the Public Works Department. When Panchayat Unions are formed throughout the State and they take over the functions now assigned to the District Boards, these Engineering Supervisors may become superfluous as each Panchayat Union will itself have an Extension Supervisor. But so long as these posts continue, they may be allowed the scales proposed for corresponding categories in the Public Works Department.

3. We consider next the case of Deputy Panchayat Officers. Prior to 1948, there were only posts of Assistant Panchayat Officers on Rs. 100—5—150. In 1948 these posts were abolished and in their place the posts of Deputy Panchayat Officers on the same scale were created. With the introduction of Madras District Panchayat Act, 1950, these posts of Deputy Panchayat Officers were provincialised and the holders of these posts were taken into the Government service. Later in 1957, the Government sanctioned the creation of a new category of Extension Officers of Panchayats in development blocks to attend to both developmental work and audit of accounts. These posts were also placed on the same scale as that of Deputy Panchayat Officers. They now attend to the normal work relating to the administration of Panchayats. The Madras State Panchayat Association has represented that the responsibilities and functions of the Deputy Panchayat Officers are comparable to those of the Co-operative Sub-Registrars, Assistant Inspectors of Labour, Assistant Commercial Tax Officers, Deputy Tahsildars, etc., and has demanded a revised scale of pay of Rs. 150—10—240—15—300. The Deputy Panchayat Officers are now on a scale of pay far lower than that applicable to the Deputy Tahsildars. The jurisdiction of

these officers will also get reduced when they become Extension Officers in the development blocks. In due course, each Deputy Panchayat Officer will have jurisdiction over only 40 panchayats as Extension Officer. We therefore consider that a revised scale of Rs. 140—5—220 will suffice for these posts.

4. Next in the hierarchy are the District Panchayat Officers in Grades I and II, who are on Rs. 200—10—300 and Rs. 150—5—200, respectively. The Association has represented that there is no need for two grades of District Panchayat Officers and that they may all be gazetted on a scale of pay of Rs. 300—30—600. It has also been urged that the posts of Regional Inspectors of Local Boards should be filled by promotion from among the District Panchayat Officers. Prior to 1947, there was only one grade of District Panchayat Officers on Rs. 150—10/2—180. In the general revision of scales of pay in 1947, the District Panchayat Officers were classified into two grades, Grade I to be on Rs. 200—10—300 and Grade II on Rs. 150—5—200. The District Panchayat Officers were under the control of the District Boards till April 1951. With the coming into force of the Madras Village Panchayat Act, 1950, the posts of District Panchayat Officers were provincialised. We have carefully considered the request for improvement in the status of District Panchayat Officers and feel that as the existing arrangements for supervision of Panchayats at district level will undergo radical revision in the near future, the present transitional period is not opportune for entertaining the claims for upgrading of the posts of District Panchayat Officers. Further the claim that the responsibilities of District Panchayat Officers are comparable to those of other District Officers cannot be sustained as they function under the general control of an officer of Deputy Collector's status, viz., Personal Assistant to the Special Officer for District Boards. We therefore feel that the present parity of the two grades of District Panchayat Officers with Deputy Tahsildars and Tahsildars should be maintained and the scales of pay proposed for them namely Rs. 200—5—240—10—270 and Rs. 250—15—400 adopted for the two grades of District Panchayat Officers as well. We would however like to point out that in the future set-up, the District Panchayat Officers may also be considered for appointment by promotion to the posts of Personal Assistants to Collectors for developmental work as one of the important duties of this Personal Assistant will be to assist the Collector in his work relating to District Development Councils, Panchayat Unions and Panchayats.

5. We examine next the scales of pay of Municipal Commissioners. Excluding the special grade and selection grade, the Municipal Commissioners are now on three grades, viz., Grade III on Rs. 150—5—200, Grade II on Rs. 200—10—300 and Grade I on Rs. 300—25—500. The scales of pay of the Municipal Commissioners, Grades III and II, correspond to those of Deputy Tahsildars and Tahsildars respectively, and we therefore recommend that the revised scales proposed for the Deputy Tahsildars and Tahsildars may be adopted for these posts.

6. As regards Municipal Commissioners, Grade I, their present scale forms a chunk of the scale of Deputy Collectors. Having regard to the scales proposed for the two lower tiers, we suggest that Municipal Commissioners, Grade I, may be allowed a revised scale of Rs. 375—25—800. In regard to posts of Municipal Commissioners in the selection grade and special grade, the Association has requested that the old scale of pay of Rs. 800—50—900 may be sanctioned for the post of Commissioner of Madurai Municipality and that the scale of pay of the Selection Grade Municipal Commissioners of Salem, Tiruchirappalli and Coimbatore might be revised to Rs. 550—50/2—800. The revised scale proposed by us for Municipal Commissioner, Grade I, will correspond, making allowance for the merger of dearness allowance to the present scale of pay of Commissioners (Selection Grade). Our proposals in effect therefore imply an increase in the number of posts in the present Selection Grade pay and this should benefit the cadre of Municipal Commissioners as a whole. We do not therefore consider it necessary to propose any improvement in the emoluments of Municipal Commissioners (Selection Grade). We also consider it administratively inexpedient to recognise certain Municipal Commissioner's charges as constituting the selection grade, as Government's choice in regard to the posting of officers to such charges will then be restricted. We therefore suggest that the posts of Municipal Commissioners of Madurai, Tiruchirappalli, Coimbatore and Salem may also be graded with other Municipal Commissioners (Grade I) and allowed in addition a special pay. The present special pay of Rs. 100 allowed to the Commissioners of Salem, Tiruchirappalli and Coimbatore appears to us to be adequate; but for the commissionership of Madurai Municipality a special pay of Rs. 200 may perhaps be necessary as the Government have, in the past, recognised this charge to be particularly heavy meriting a higher scale of pay.

7. The Regional Inspectors and Personal Assistants to Inspector of Local Boards are on the same scale of pay as Deputy Collectors in the Revenue Department. We therefore recommend that the existing parity may be continued and they may be allowed the scale of pay of Rs. 375—25—800, the same as that proposed for the Deputy Collectors and also for Municipal Commissioners (Grade I).

8. The post of Inspector of Local Boards is normally held by an I.A.S. Officer and so we are not suggesting any scale of pay for this post.

CHAPTER XXVIII.

DEPARTMENT OF KHADI.

1. In pursuance of their policy of promoting gainful subsidiary employment among agriculturists and others in rural areas, the Government initiated a programme for the development of Khadi Industry in 1946. There was, to begin with, only one officer called the Khadi Special Officer attached to the Secretariat. In the field, a special staff called Khadi Special Assistants were in charge of implementation of the Khadi Scheme. The over-all control and guidance of the programme were later vested in the Provincial Firka Development Officer, subsequently re-designated as Director of Rural Welfare. In 1956, with the commencement of the Second Five-year Plan a separate department of Khadi under a Director was created as the Plan laid great emphasis on Khadi and Village Industries. Accordingly, the Director of Khadi was appointed in April 1956, with a separate office, a Personal Assistant and an Accounts Officer in the gazetted rank. The organisation in the field was also suitably strengthened to cope with the increase in work. But most of the posts in the department were sanctioned only on consolidated rates of pay in 1956. Time-scales were introduced only from 1st April, 1958. The existing strength and the scales of pay of the various categories of staff in the department are as follows :—

Serial number and name of the post. (1)	Number of posts. (2)	Existing scale of pay. (3) RS.
<i>I. Categories of staff in common with other departments.</i>		
1 Peons	106	18-1-25.
2 Chowkidar	1	18-1-25.
3 Boy Attenders	33	18-1-25.
4 Attenders	53	24-1-35.
5 Lower Division Clerks	40	45-3-60-2-90.
6 Typists and Steno-typists	46	45-3-60-2-90.
7 Upper Division Clerks and Upper Division Clerks-cum-Accountants.	54	80-5-110.
8 Upper Division Clerks	17	80-5-110-3-125.
9 Accountants	2	140-5-190.
10 Junior Superintendents	2	140-5-190.
11 Senior Superintendents.	5	190-10-240.
<i>II. Categories of staff special to the department.</i>		
12 Boy Assistants	166	24-1-35.
13 Sales Assistants	40	24-1-35.
14 Jeep Drivers	9	35-1-45.
15 Jeep Drivers	3	40-1-50.
16 Spinning Organisers	273	40 (fixed).
17 Khadi Propagandist	1	45-3-60-2-90.
18 Khadi Workers	116	45-3-60-2-90.
19 Work Assistants	14	45-3-60-2-90.
20 Weaving Instructors	6	45-3-60-2-90.
21 Testing Supervisor	1	45-3-60-2-90.
22 Instructors (Parishramalaya)	510	45-3-60-2-90.
23 Loom Supervisor	1	45-3-60-2-90.
24 Loom Supervisors	9	80-5-110.
25 Technical Supervisors	49	45-3-60-2-90.
26 Carpentry Instructors	49	45-3-60-2-90.
27 Boiler Attender	1	45-3-60-2-90.
28 Fitter	1	45-3-60-2-90.
29 Telephone Operator	1	45-3-60-2-90.
30 II Grade Assistants	320	45-3-60-2-90.
31 I Grade Assistants	177	80-5-110.

Serial number and name of the post. (1)	Number of posts. (2)	Existing scale of pay. (3) RS.
<i>II. Categories of staff special to the department—cont.</i>		
32 Assistant Managers	24	45—3—60—2—90.
33 Managers, Sales Depots	25	80—5—110.
34 Managers of Ambar Parishramalayas	49	80—5—110.
35 Mechanic	1	50—3—80.
36 Technical Assistant	1	60—4—100.
37 Draughtsman	1	70—2—90—3—120.
38 Draughtsman	1	120—150.
39 Store-keepers	2	80—5—110.
40 Artists	3	90—3—120.
41 Khadi Extension Officers	91	90—3—120—5—150.
42 Foremen	2	100—5—150.
43 Instructor, R. K. Vidyalaya	1	125—5—175.
44 Manager, Government Khadi Silk Production Centre.	1	125—5—175.
45 Centre Khadi Officers	18	125—5—175.
46 City Khadi Officer	1	150—5—200.
47 Khadi Inspectors.. .. .	12	150—5—200.
48 Khadi Sales Inspector	1	150—5—200.
49 Publication Assistant	1	150—5—200.
50 Assistant Propaganda Officer	1	150—5—200.
51 Principals, Ambar Vidyalaya	2	150—5—200.
52 Assistant Managers, Government Dyeing, Bleaching and Printing Unit.	2	150—5—200.
53 Manager, Government Bleaching and Printing Unit, Tirupur.	1	200—10—300.
54 Manager, Central Godown, Tirupur	1	200—10—300.
55 Assistant Superintendent, Charka Workshop.	1	200—10—300.
56 Khadi Special Assistant	1	200—10—300.
57 Window Decoration Expert	1	200—10—300.
58 Assistant District Khadi Officers	11	200—10—300.
59 Principal, R. K. Vidyalaya	1	250.
60 District Khadi Officers	11	230—20/2—310—30/2—400.
61 Propaganda Officer	1	230—20/2—310—30/2—400.
62 Manager, Dyeing and Printing Unit, Erode ..	1	230—30/2—410.
63 Technical Officer	1	260—30/2—380—40/2—500.
64 Accounts Officer	1	300—50/2—500.
65 Regional Officers	3	300—50/2—700.
66 Assistant Directors	2	300—50/2—700.
67 Personal Assistant to the Director of Khadi ..	1	300—50/2—700.
68 Superintendent, Charka Workshop	1	300—50/2—700.
69 Chief Marketing Officer	1	450—50/2—700.
70 Deputy Director of Khadi	1	600—100/2—1,000.
71 Director of Khadi	1	1,000—60—1,300.

Of the staff listed above, categories 1 to 11 are common to all departments and no special recommendations are necessary in respect of them.

2. Among the posts that are special to this department in the lower grades, the Khadi Workers, Works Assistants and Khadi Propagandist are now on the scale of pay of Lower Division Clerks. The qualifications prescribed for them are minimum general educational qualification or training in the Khadi Vidyalaya run under the auspices of All-India Khadi and Village Industries Commission. Since the posts have been equated to those of Lower Division Clerks, we feel that the minimum general educational qualification should be insisted upon and that training in Khadi Vidyalaya should not be an alternative qualification but only a supplementary one. Keeping this in view, we recommend the scale of pay of Rs. 90—4—110—3—140 for these categories.

3. The posts of Technical Instructors (Parishramalayas or Vidyalayas), Carpentry Instructors, Weaving Instructors and Technical Supervisors are also on the scale of pay of the Lower Division Clerks. The Director of Khadi pointed out in his discussion with us that these posts would be abolished after a sufficient number of spinners had been trained. As no minimum general educational qualification is required for these posts, we consider that a scale of pay of Rs. 90—3—105—4—125 would suffice for these categories.

4. There are 9 posts of Loom Supervisors on Rs. 80—5—110 and 1 post of Loom Supervisor on Rs. 45—90. It was pointed out by the Director that the Loom Supervisors had technical qualification and that a certificate in weaving and six months' experience were being insisted upon. He explained that the Loom Supervisor on the lower scale of pay was originally appointed from the Weaver community without any technical or educational qualification being insisted on and that the 9 posts of Loom Supervisors sanctioned afterwards were allowed a higher scale of pay as the department required men with technical knowledge. We accordingly recommend a revised scale of pay of Rs. 125—3—140—5—150 for 9 posts of Loom Supervisors and Rs. 90—3—105—4—125 for the one post of Loom Supervisor held by the unqualified person. The post on the lower scale might also be brought on to the higher scale when the present incumbent vacates the post and is replaced by a qualified person.

5. We consider next the category of Khadi Extension Officer on a scale of Rs. 90—3—120—5—150. They assist the Block Development Officers in the implementation of the Khadi schemes in the blocks and arrange for the distribution of charkas, issue of cotton and purchase of Khadi hanks in the block area. They sell Khadi to the block staff and the public and maintain accounts for the same and claim the subsidy and rebate from the Khadi and Village Industries Commission. Having regard to the nature of duties and responsibilities attached to these posts, and in view of the fact that generally graduates are being recruited to these posts, we recommend a scale of pay of Rs. 125—5—200 for them.

6. The Centre Khadi Officers in the next higher category are on Rs. 125—5—175. They are in charge of the main production centres and are responsible for the day-to-day administration of the centres and their attached sub-centres. They organise the development of Khadi in the villages within the area of the centre and have under their control five to ten sub-centres through which the programme is implemented. For them, we recommend a scale of pay of Rs. 175—5—225.

7. Khadi Inspectors, the next higher grade of officers, are on a scale of Rs. 150—5—200. They inspect the work of spinners and weavers, ensure the production of good quality of yarn and cloth and introduce new designs and patterns. They also inspect the spinners' work and the looms to ensure genuineness and to prevent the mixing of mill yarn in production. The Director has expressed certain difficulties in recruiting suitable men for these posts. Keeping this in view, we recommend a revised scale of pay of Rs. 200—5—240—10—270 for them.

8. We next consider the category of the Assistant District Khadi Officers on a scale of Rs. 200—10—300, previously known as Khadi Superintendent in charge of implementation of the Extensive Khadi Scheme in the districts. They are now designated as Assistant District Khadi Officers and attached to the District Khadi Officers for assisting them in the administration of all the schemes in the district. In the existing service rules, there is provision for Senior Deputy Tahsildars to be appointed as Assistant District Khadi Officers. We feel that this provision should be removed and adequate chances of promotion assured to the departmental people. We however consider that no revision of scale is necessary as the scale was itself fixed only recently and we recommend a revised scale of Rs. 225—15—375 providing only for merger of dearness allowance with pay.

9. Among the gazetted staff, the District Khadi Officers are important. They look after the proper running of the various Khadi Schemes in the districts. They are in charge of training programmes under the Ambar Charka Programme in the districts. They are now on a scale of Rs. 230—20/2—310—30/2—400. Keeping in view the scales proposed by us for comparable posts like Village Industries Officers, we recommend a scale of pay of Rs. 300—15—450—25—500 for them.

10. The Director has referred to the difficulties in securing a suitable candidate for the post of Technical Officer on the existing scale of pay. Even so we feel that there is no case for a revision of the scale, which was fixed only recently and that if need be a higher initial pay may be allowed to persons with suitable qualifications. We accordingly recommend a scale of Rs. 300—15—450—25—575 providing only for the merger of dearness allowance with pay for this post.

11. We next consider certain other categories, viz., the Regional Officers, Assistant Directors and Personal Assistant to the Director of Khadi. They are on the same scale of pay as Deputy Collectors. The revised scale proposed for the Deputy Collectors, viz., Rs. 375—25—800 may be allowed for these posts also.

12. The Superintendent, Government Charka Workshop, is on a scale of Rs. 300—50/2—700. The rules envisage for this post direct recruitment or promotion from among Assistant Superintendent of the Charka Workshop or transfer from among Assistant Engineers in the Public Works Department. The qualifications prescribed for the post is only L.M.E. with experience for not less than four years in a reputed workshop. Having regard to the qualifications prescribed, we do not find any justification for allowing this category a scale of pay higher than that of Assistant Engineers in the Public Works Department. But as Assistant Engineers would not be willing to take up this post unless they are allowed some special pay, we consider that a special pay of Rs. 50 per mensem may be allowed over and above the scale proposed for Assistant Engineers, viz., Rs. 350—25—650.

13. A special post of Chief Marketing Officer has been sanctioned for this department. It is his main responsibility to develop the market for Khadi produced by the department. We consider that a scale of pay of Rs. 450—25—800 will be adequate for this post.

14. The post of Deputy Director of Khadi was created only about two years ago. We consider that no change is called for in respect of this post, except the substitution of annual for biennial increment and the merger of dearness allowance at the minimum and maximum. Accordingly the revised scale will be Rs. 700—50—1,100.

15. The Director of Khadi is the Head of the Department for the implementation of various Khadi schemes in the State. We consider that a scale of Rs. 1,000—50—1,200 would suffice for the post, the existing incumbent being protected.

Our recommendations in respect of other posts will be found in Part IV.

CHAPTER XXIX.

LABOUR DEPARTMENT.

1. The Labour Department under the over-all control of the Commissioner of Labour is now organised in three branches, namely, the Labour Branch, the Factories Branch and the Employment Service Branch. The Commissioner is assisted by the Chief Inspector of Factories in the Factories Branch, and by the Deputy Director of Employment in the Employment Service Branch. The Labour Department is responsible for the enforcement of the various labour laws and for the maintenance of industrial peace. In the process of the maintenance of good relations between employees and the labour, it attends to conciliation and settlement of industrial disputes.

2. The following categories of staff are employed in the Labour Branch of the department on the scales of pay indicated against each :—

Serial number and name of the post.						Existing scale.			Number of posts.
(1)						(2)			(3)
						RS.			
I. Categories in common with other departments.									
1	Peons	..	..	..	..	18—1—25	..	..	41
2	Duffadar	..	..	..	..	22—1—30	..	..	1
3	Attenders	..	..	..	..	24—1—35	..	..	2
4	Typists	..	..	..	..	45—3—60—2—90	..	..	9
5	Steno-typists	..	..	..	..	45—3—60—2—90	..	..	13
6	Lower Division Clerks	..	..	..	..	45—3—60—2—90	..	..	32
7	Upper Division Clerks	..	..	..	..	80—5—110—3—125	..	..	15
8	Accountant	..	..	..	..	140—5—190	..	..	1
9	Office Assistants	..	..	..	..	140—5—190	..	..	6
10	Superintendent	..	..	..	..	190—10—240	..	..	1
11	Tailoring Instructor	..	..	..	..	60—3—80	..	..	1
12	Assistant Engineer	..	..	..	..	260—20—400—50—500	..	..	1

Serial number and name of the post.	Existing scale.	Number of posts.
(1)	(2) Rs.	(3)
<i>II. Categories special to the department.</i>		
13 Labour Officers, Grade III	200—20/2—300	9
14 Do. Grade II	250—50/2—550	2
15 Labour Officer, Grade I	300—50/2—700	1
16 Gazetted Assistant to the Commissioner of Labour..	250—50/2—400	1
17 Personal Assistant to the Commissioner of Labour.	250—50/2—400	1
18 Assistant Commissioner of Labour	300—50/2—700	1
19 Commissioner of Labour	I.A.S. post	1

3. No special observations are called for in respect of common categories. For the Tailoring Instructor (No. 11 in the statement), whose scale is comparable to that of other skilled mechanics in Industries Department, we suggest a revised scale of Rs. 90—3—105—4—125. The Assistant Engineer on Rs. 260—20—400—50—500 may be allowed the scale proposed by us for Assistant Engineers in the Public Works Department.

4. Of the categories of staff special to this department, the most important are the Labour Officers. There are now three grades of Labour Officers on the following scales of pay :—

- (1) Labour Officers, Grade III : Rs. 200—20/2—300.
- (2) Do. Grade II : Rs. 250—50/2—550.
- (3) Do. Grade I : Rs. 300—50/2—700.

The duties of the Labour Officers of all the three grades are identical, though the officers in the higher grades are posted to the more important stations. They attend mainly to conciliation work under the Industrial Disputes Act within their respective jurisdiction. They have to keep themselves in constant touch with management as well as labour, settle disputes and generally ensure harmonious relations between management and labour. The Commissioner of Labour has repeatedly urged in recent years that with the industrial development of the State and the growth of trade unionism, the responsibilities of Labour Officers have increased, and that their present scales of pay are inadequate. He has also urged that the emoluments of the Labour Officers should be stepped up to give them the status and independence necessary in dealing with big employers and important trade union representatives and to inspire confidence in them. It has been pointed out that with their present scales of pay the Labour Officers suffer from a sense of inferiority and are unable to pull their weight with management and labour alike. The Commissioner has reiterated all these arguments before us and has pressed for a substantial improvement in the scales of pay of the Labour Officers in recognition of the important and arduous nature of their work. A Labour Officer should have adequate knowledge of labour laws and also the growing volume of industrial case law. He has to be tactful and at the same time firm in dealing with employers as well as unions. We therefore agree with the Commissioner of Labour that the scale of pay of Labour Officers is low in relation to their responsibilities and has to be stepped up. We also feel that there should at the same time be a simplification of the present grades of Labour Officers. As observed earlier, there are now three grades of Labour Officers and the few gazetted posts in the Office of the Commissioner of Labour have been equated with one or the other of the three grades of Labour Officers. Thus the post of Assistant Commissioner of Labour has been graded with Labour Officers, Grade I, while the Gazetted Assistant to the Commissioner of Labour and the Personal Assistant to the Commissioner of Labour are on a scale intermediate between those of Labour Officers, Grade II and Grade III. We have thus four scales of pay for the 15 gazetted posts in this department and some measure of rationalisation is clearly indicated. Having regard to these two considerations, viz., raising of the emoluments of Labour Officers and simplification of grades, we recommend the merger of Labour Officers, Grades II and III and suggest a revised scale of Rs. 300—25—600 for them. For Labour Officers, Grade I, we propose a revised scale of Rs. 375—25—800 as their present scale is identical with that of Deputy Collectors. The Gazetted Assistant to the Commissioner of Labour, who is in charge of the publication of the monthly journal called *Madras Labour Gazette*, may be equated to Labour Officer, Grade II, in the new set-up and allowed a revised scale of Rs. 300—25—600.

5. The Personal Assistant to the Commissioner of Labour exercises general control over the staff in the Office of the Commissioner of Labour and is the appointing authority for the ministerial staff in the department. He is also the additional Commissioner for Workmen's Compensation Act and he decides cases under the Payment of Wages Act and

under section 41 of the Madras Shops and Establishments Act arising in the City of Madras. He is also the Secretary to the Committee for Minimum Wages. In view of the responsibilities attached to the post, the Commissioner has suggested that the post should normally be held by one of the Senior Labour Officers. We agree with him and suggest that the Personal Assistant to the Commissioner of Labour may be placed on the scale proposed by us for Labour Officers, Grade I, namely Rs. 375—25—800. The duties of the Assistant Commissioner of Labour are reported to be more onerous than those of Labour Officer, Grade I, and in view of this we would suggest that the post may be equated with Labour Officer, Grade I, and also allowed a special pay of Rs. 50. The suggestions made by us in regard to the simplification of grades of Labour Officers will incidentally give the Commissioner greater freedom in filling the posts at headquarters from among suitable Labour Officers in the field and also enable him to interchange officers between headquarters and districts.

6. The post of Commissioner of Labour is borne on the I.A.S. cadre and we are not accordingly making any recommendations in regard to the scale of pay of the post.

FACTORIES BRANCH.

7. The strength and the scales of pay of the various categories of staff employed in the Factories Branch are set out in the statement below :—

Serial number and name of post.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
<i>I. Categories common to all departments.</i>		
1 Peons	18—1—25	188
2 Attender	24—1—35	1
3 Typists and Steno-typists	45—3—60—2—90	24
4 Lower Division Clerks	45—3—60—2—90	177
5 Upper Division Clerks	80—110	15
6 Do.	80—125	8
7 Superintendents	140—5—190	5
<i>II. Categories special to the department.</i>		
8 Assistant Inspectors of Labour	150—5—200	126
9 Inspectors of Factories, Grade II	250—50/2—400	13
10 Inspectress of Factories	250—50/2—400	1
11 Inspectors of Factories, Grade I	450—50/2—700	6
12 Chief Inspector of Factories	600—75/2—900	1

8. The posts of Assistant Inspectors of Labour, were first created in 1948, with the coming into force of Madras Shops and Establishments Act, 1948. They are now engaged in the enforcement of the Madras Shops and Establishments Act, Madras Catering Establishments Act, and the Madras Beedi Industrial Premises (Regulations of Conditions of Work) Act, 1958. Their existing scale of pay corresponds to that of Deputy Tahsildars and in view of the importance of their work, this parity should be maintained in future also. We therefore recommend a scale of Rs. 200—5—240—10—270 for this category. Incidentally we notice that the present rules for recruitment to the posts contemplate the filling up of posts by transfer from any other service. We feel that it is not desirable to have such a provision of a general nature for transfer from any service and that it is desirable to define more precisely the services from which alone such recruitment by transfer could be made.

9. The Inspectors of Factories, Grades I and II, are alike responsible for the inspection of factories and enforcement of the provisions of the Factories Act and other allied Acts such as Payment of Wages Act, Minimum Wages Act, Madras Maternity Benefit Act, etc. They also supervise the work of the Assistant Inspectors of Labour. The posts in Grade II are filled mostly by direct recruitment, while, posts in Grade I are filled by promotion from the lower grade Inspectors of Factories who are all technical officers, a degree or diploma in Mechanical or Electrical Engineering or a certificate of the Indian School of Mines being insisted upon as an essential qualification for appointment. The opportunities for employment for mechanical engineers in industrial undertakings under the Government

of India and in the private sector have improved considerably in recent years, and it has accordingly become difficult for the department to secure graduates or diploma holders of suitable standards for manning the posts of Inspectors of Factories. In drawing our attention to the difficulties experienced in recruitment, the Commissioner of Labour has also pointed out that the prospects of promotion of the Engineering personnel entering his department are also limited. He has therefore urged that Inspectors of Factories, Grade II, should be placed on the same scale of pay as Assistant Engineers in the Public Works Department. We have carefully considered this request. In the Public Works Department an engineering graduate is normally recruited as a Junior Engineer and secures promotion as Assistant Engineer only after service of 5 years. There is an element of direct recruitment to the grade of Assistant Engineers, but this is very limited. But in the Factories Department a graduate or diploma holder in Mechanical Engineering is recruited direct as an Inspector of Factories, Grade II, and therefore a lower initial pay than that of Assistant Engineers will suffice. At the same time it is necessary to provide for the same rate of increment and the maximum pay as Assistant Engineers to render it worthwhile for graduates in Mechanical Engineering to enter this department with rather limited prospects of advancement. In this view, we propose a revised scale of Rs. 300—25—650 for Inspectors of Factories, Grade II.

10. The Inspectors of Plantations are responsible for the enforcement of the Plantations Labour Act, 1951, and the rules made thereunder. The qualification prescribed for direct recruitment to these posts is only a degree in Arts, Science or Engineering. As a degree in engineering is not an obligatory qualification and as the posts would normally be held by ordinary graduate, we consider that it would be adequate if the Inspector of Plantations is allowed the same scale as Labour Officers, Grade II, namely Rs. 300—25—600.

11. The posts of Inspectors of Factories, Grade I, are filled by promotion from the lower grades and having regard to the increased emoluments proposed for Inspectors in the lower grade, we suggest a revised scale of Rs. 600—30—900 for Grade I. The Chief Inspector of Factories is the Head of the Factories Branch of the Labour Department and a revised scale of Rs. 800—50—1,100 will be an adequate recognition of his responsibilities. The scale proposed by us is identical with that of Selection Grade Executive Engineers.

NATIONAL EMPLOYMENT SERVICE.

12. The administration of the National Employment Organisation was taken over by the State Government from the Government of India in November 1956. The organisation is now under the control of the Commissioner of Labour, who is also the ex-officio Director of Employment. The Government of India reimburses the State Government sixty per cent of the expenditure on the organisation subject to a ceiling. The scales of pay in the Employment Service Branch were fixed in November 1956 but the personnel taken over to State Government were given protection in respect of the pay they were drawing under the Government of India at the time of transfer. The existing strength and scales of pay of the various categories of staff employed under the Employment Service Branch are as shown below :—

Serial number and name of post.	Existing scale of pay.	Number of posts.
(1)	(2) RS.	(3)
<i>Categories in common with other departments.</i>		
1 Peons	18—1—25	64
2 Attenders	24—1—35	2
3 Typists and Steno-typists	45—3—60—2—90	28
4 Lower Division Clerks	45—3—60—2—90	58
5 Upper Division Clerks	$\left\{ \begin{array}{l} 80—110 \\ 80—125 \end{array} \right\}$	29
6 Junior Superintendent	140—5—190	1
7 Senior Superintendent	190—10—240	1
8 Staff Car Driver	35—1—45	1
<i>Categories special to the department.</i>		
9 Statistical Assistants	150—5—200	4
10 Junior Employment Officers	150—5—200	4
11 District Employment Officers	250—50/2—400	16
12 Assistant Director of Employment	250—50/2—550	1
13 Deputy Director of Employment	300—50/2—700	1

13. Among the categories special to this branch, the Statistical Assistant and the Junior Employment Officers have been placed on the same scale of pay as Assistant Inspectors of Labour and we accordingly recommend a scale of Rs. 200—5—240—10—270 for them.

14. The District Employment Officers, the next higher category, are in charge of Employment Exchanges and in the course of their work they personally attend to the selection of applicants for the vacancies notified. They conduct periodical employment surveys as prescribed by the Employment Directorate. They are also ex-officio Secretaries to the District Soldiers', Sailors' and Airmen's Board. We consider that a scale of Rs. 300—25—600, the same as that proposed by us for the lower grade Labour Officers, will be appropriate for the District Employment Officers.

15. The present scale of the Assistant Director of Employment is practically the same as that of District Employment Officers except for a difference at the maximum. In the interests of rationalisation of scales of pay, we recommend that the Assistant Director of Employment may be allowed the same scale as District Employment Officers and given a special pay of Rs. 50 in addition, such as is given generally for posts carrying special responsibilities in the offices of the heads of departments. Our suggestion would incidentally ensure flexibility in the filling of the post of the Assistant Director of Employment and enable the Director to exchange officers between field and headquarters.

16. The existing incumbent of the post of Deputy Director is already drawing a pay much higher than the maximum of the present scale and any revised scale to be proposed by us will become operative only after some time. The post of Deputy Director is filled by promotion from Assistant Directors, and having regard to the scale proposed for the latter, we recommend a revised scale of Rs. 600—30—900 for the Deputy Director of Employment. The revised scale will be identical with that of Deputy Directors in other departments like Agriculture and Fisheries.

SOLDIERS', SAILORS' AND AIRMEN'S BOARD.

17. The Soldiers', Sailors' and Airmen's Board was first constituted in 1919. It was abolished in May 1930 only to be re-established in June 1938. The Board as it stands to-day was re-organised in June 1948.

18. The organisation consists of two units, viz., The Madras State Soldiers', Sailors' and Airmen's Board and The District Soldiers', Sailors' and Airmen's Board. The Commissioner of Labour and Director of Employment is the head of the organisation in the State, the Deputy Director of Employment being its Secretary. The Collectors of the districts are the Presidents of their respective district organisation and the District Employment Officers are the Secretaries.

19. The Madras State Soldiers', Sailors' and Airmen's Board is a permanent organisation and its cadre strength has been fixed. The entire expenditure on it is met from the State funds. The expenditure on account of the District Soldiers', Sailors' and Airmen's Board, is now shared equally by the Government of India and the State Government. Proposals for the fixation of cadre strength for the District Organisations are said to be under consideration of the Government.

20. The statement below shows in one view the different categories of staff, their scales of pay and the number in each category :—

Serial number and name of the category.	Number of posts.	Scale of pay.
(1)	(2)	(3)
		RS.
1 Peons	12	18—1—25.
2 Attender	1	24—1—35.
3 Typists and Steno-typists	9	45—3—60—2—90 plus special pay.
4 Lower Division Clerks	14	45—3—60—2—90.
5 Upper Division Clerks	6	{ 80—110. 80—125.
6 Junior Superintendent	1	140—5—190.

21. All the posts belong to categories common to all departments and the scales recommended therefor will apply to these posts also.

CHAPTER XXX.

LOCAL FUND AUDIT DEPARTMENT.

1. The Local Fund Audit Department which originally formed part of the office of the Accountant-General was constituted into a separate department and transferred to the control of the State Government in 1921. The department is now entrusted with audit of the accounts relating to local bodies, Universities, Hindu Religious and Charitable Institutions and also other private institutions which receive grants-in-aid from the Government. The department is also responsible for the internal audit of the accounts of the State Trading Schemes. The strength and the scales of pay of the different categories of staff employed in this department are set out in the statement below :—

Serial number and designation.	Number of posts.	Existing scale.
(1)	(2)	(3)
		RS.
1 Peons	100	18—1—25.
2 Attenders	20	24—1—35.
3 Typists	22	45—3—60—2—90.
4 Lower Division Clerks	44	45—3—60—2—90.
5 Audit Clerks	269	80—5—140.
6 Head Clerks	49	140—5—190.
7 Technical Assistant	1	150—10—250.
8 District Inspectors	48	200—10—300.
9 Assistant Examiners (including the Accounts Officers, S.T.S. and the Stock Verification Officer).	7	300—50/2—500.
10 Deputy Examiner	1	300—50/2—600.
11 Examiner of Local Fund Accounts	1	800—100/2—1,000.

Of the categories mentioned above, Peons, Attenders, Typists and Lower Division Clerks are common to all departments and our recommendations in regard to their scales have been made elsewhere.

2. This is one of the few departments, where the scales of pay originally fixed for some of the important grades of staff have been subsequently enhanced. Thus, the scale of pay of Audit Clerks which was fixed in 1947 at Rs. 55—3—85—5—140 was raised in 1957 to Rs. 80—5—140; likewise, the scale of pay of Head Clerks was also improved from Rs. 120—5—170 to Rs. 140—5—190. The District Inspectors' scale, which was Rs. 150—10—300 in 1947, was also stepped up subsequently to Rs. 200—10—300. The Government found it necessary to raise the scales of pay of the non-gazetted posts in this department, as they felt that it would not be otherwise possible to attract candidates with requisite qualifications for service in the department. The initial qualification for entry into this department is fairly high, namely, a University degree. Further, the Clerks have to pass the fairly stiff Subordinate Accounts Service Examination if they are to secure promotion to the ranks of District Inspectors. This, coupled with the liability for transfer throughout the State, has rendered the department somewhat unattractive to graduates seeking to enter Government service. In emphasising the need for an improvement in the scales of pay and prospects of promotion for the staff employed in this department, the Examiner of Local Fund Accounts has strongly urged that the scales of pay of the staff should be raised to the level of comparable posts in the Secretariat and the Accountant-General's Office. We have already considered at length the issue of parity in emoluments between State Government employees and Central Government employees and have rejected such parity as impracticable in the present circumstances. We have also drawn attention to the inappropriateness of comparing posts under the State Government with posts of the same nomenclature under the Central Government, overlooking the differences in the organisational set up of the office under the two Governments. Likewise, we have concluded that the staff in the Secretariat should continue to be treated on a special basis and that parity between Secretariat and non-Secretariat scales of pay cannot be ensured. We are, at the same time, aware of the importance of the work now being attended to by the staff of the Local Fund Audit Department and of the need to attract young men of promise for service in the department. The increase in the developmental activities of the State and the growth in public expenditure associated with it clearly establish the need for an efficient audit staff to ensure the economical and proper use of public funds. This object can be achieved, in our opinion, not by the mere stepping up of scales of pay of the different categories of staff of the Local Fund Audit Department, but by constituting a broad based State Audit and Accounts Service in which the staff of the Examiner would get merged.

3. The need for constituting such a State Audit and Accounts Service at an early date cannot be over-emphasised. The work of the Local Fund Audit Department will itself increase with the constitution of Panchayat Unions and the devolution of larger powers to them. The expenditure in all departments of Government, particularly in the development departments has increased tremendously during the recent years. The major Heads of Departments are all technical men, who may not have the time or the specialised training needed, to ensure the proper maintenance of accounts in their organisation. It is, therefore, necessary for the more important Heads of Departments to have the assistance of a competent accounts staff under an independent Accounts Officer of sufficient experience, seniority and status, who, under the general control of the Head of Department, would assume full responsibility for the proper accounting of all financial transactions within the department and also assist the Head of Department in his correspondence with the Finance Department, Accountant-General and the Public Accounts Committee. Considerable dissatisfaction has also been expressed in recent years about the working of Treasuries and Sub-Treasuries. The unsatisfactory state of affairs in the Treasuries and Sub-Treasuries is, among other things, due to the fact that their staff are interchangeable with Revenue staff with the result that good men get promoted to executive posts, the treasuries being left with relatively inferior staff. This led the Public Accounts Committee in 1956 to recommend the constitution of an independent cadre of Treasury and Accounts Officers, who would be directly under the control of the Finance Department. But, as pointed out by Sri T. N. S. Raghavan, in his report on the Reorganisation of Government departments, the constitution of a portion of the Revenue Department into a separate cadre would be a retrograde step for the efficiency of any service would depend to a large extent on the prospects of promotion in the service. With a small cadre strength promotions would be haphazard and uneven. Sri Raghavan, therefore, concluded that if a purely accounts service was to be sufficiently attractive, the cadre strength in different categories should be as large as possible, so that a continuous flow of recruitment and promotion in adequate numbers could be maintained at all levels. He recommended that there should be a unified service for all the work relating to accounts and audit to be done in the important departments of the State Government and that this service should include (i) the officers and staff working in the Treasuries and Sub-Treasuries, (ii) the Pay and Accounts Officer, Madras, and his staff, (iii) the staff in Madras City and in districts working under the control of the Examiner of Local Fund Accounts, and (iv) Accounts Officers and staff attached to the various Heads of Departments. We endorse the recommendations of Sri Raghavan and urge that a State Audit and Accounts Service may be constituted at an early date. We suggest that as a first step, the staff working in the Local Fund Audit Department, Pay and Accounts Office and the cadre of Accounts Officers working in the office of Heads of Departments may at least be integrated, leaving the question of integration of Treasury staff, which might perhaps present some difficulties, for solution at a later stage. With these preliminary observations, we examine below the scales of pay of staff special to this department.

4. The posts of Audit Clerks are filled either by direct recruitment or by promotion. The direct recruits should hold a University degree, but the promotees need not possess a degree if the Examiner considers them to be otherwise suitable. The selected candidates have to undergo a course of training for three months and during probation have to pass a departmental test for which a fair knowledge of the Acts and Rules concerning Local Bodies, Fundamental Rules, Travelling Allowance Rules and Departmental manuals and Commercial Book-keeping is necessary. Prior to 1947, the Audit Clerks of the department were divided into two grades, the first grade consisting of those who had passed the Departmental tests, and the second grade of those who had not passed the test. At the general revision of the scales in 1947, this gradation was abolished and all Audit Clerks were brought on to a scale of Rs. 55—3—85—5—140. In 1949, in order to afford more scope for promotion to Audit Clerks, a higher category called Head Clerks was created. While sanctioning a scale of pay of Rs. 120—5—170 for this category, the Government reduced the maximum of the scale of Audit Clerks from Rs. 140 to Rs. 125. Again in 1951, at the instance of the Examiner who still experienced serious difficulties in securing the requisite number of recruits for posts of Audit Clerks, the Government sanctioned a higher initial pay of Rs. 64 for Audit Clerks. In 1957, the Examiner represented to Government that even with this higher initial pay, difficulties in recruitment had not been fully overcome, and proposed a further enhancement of the scale of Audit Clerks. The Audit Clerks were accordingly placed on a higher scale of Rs. 80—5—140 with effect from August 1957. The Examiner has now proposed that the scale of Audit Clerks should be further raised to Rs. 100—5—150. The basic educational qualification of Audit Clerks is a University degree the same as that prescribed for direct recruits to posts of Upper Division Clerks in office of Heads of Departments. We, therefore, recommend a revised scale of pay of Rs. 125—5—175 for Audit Clerks. In view of the improved prospects of promotion which the constitution of State Audit and Accounts Service would assure, we do not think that a higher maximum than that of Upper Division Clerks would be necessary. We have incidentally noticed that while Audit Clerks were being previously recruited on the basis of a combined competitive

examination held by the Public Service Commission for recruitment of candidates for certain higher categories such as Co-operative Sub-Registrars, Assistant Commercial Tax-Officers, and Upper Division Clerks of the Secretariat, a separate examination of lower standard is now being conducted by the Public Service Commission for recruitment to the posts of Audit Clerks. This change was evidently made on the complaint of the Examiner that candidates successful at the competitive examination were disinclined to opt for service in his department as the other posts were all on higher scales of pay and had better prospects of promotion. Our recommendations will ensure better prospects of promotion for the Audit Clerks in the departments. Even otherwise, we feel that it is much better to select candidates obtaining lower ranks at a stiff examination than to select candidates on the basis of a special examination of admittedly lower standards. We, therefore, recommend that the system of recruitment of Audit Clerks on the basis of combined competitive examination as in force previously might be restored.

5. The next higher category in the department is that of the Head Clerks. This category was first created in 1949 in order to provide some opportunities for promotion for Audit Clerks. Vacancies arising in the posts of Head Clerks are filled by promotion alternately by (i) a deserving Audit Clerk in the order of seniority whether or not he has passed the S.A.S. examination and (ii) of a deserving Audit Clerk who has passed the examination if one is available. The Head Clerks are responsible for audit of accounts relating to III Grade Municipalities and the Panchayats having heavy transactions. The Head Clerks are also placed in charge of District Audit Offices in the absence of the District Inspectors on tour. The existing scale of pay of Head Clerks corresponds to that of Junior Superintendents working in the offices of the Heads of Departments. The Examiner has suggested that either a scale of Rs. 150—5—200 or the revised scale that may be proposed for Junior Superintendents in other departments may be allowed for these Head Clerks. We have suggested elsewhere that the two grades of Junior and Senior Superintendents should be combined and that there should be one unified scale for all Superintendents in the offices of Heads of Departments. There will, hereafter therefore, be no Junior Superintendents and the question of ensuring parity for the Head Clerks of this department with Junior Superintendents will not arise. Further, we find that the Head Clerks not merely perform ministerial functions as the ministerial head of the District Audit Office, but have also to attend to independent field work. They could, therefore, be appropriately equated with the executive officers of other departments such as Deputy Tahsildars, Co-operative Sub-Registrars, etc., and in this view, we recommend a revised scale of pay of Rs. 200—5—240—10—270 for the Head Clerks. They may also be perhaps re-designated as Deputy Inspectors of Local Fund Audit.

6. Above the level of the Head Clerks are the District Inspectors on Rs. 200—10—300 who are responsible for the audit and accounts of Municipalities and District Boards and some Government offices such as those of Divisional Engineers (Highways), Official Receivers, etc., within their respective charges. They are authorised to draw pay, contingent and travelling allowance bills of their establishments. They are also empowered to issue objection statements and carry on correspondence with the Heads of Government offices and Local Fund Offices on matters relating to audit and accounts. The District Inspectors who were previously on Rs. 150—10—300 have benefited substantially from the revision of their scale in 1957 to Rs. 200—10—300. Having regard to the responsibilities attached to these posts and the scale of pay allowed for comparable posts in other departments, we feel that a revised scale of Rs. 250—15—400 would be fair and adequate for this class of officers. We incidentally notice that there is now an element of direct recruitment to this category, and that of the 17 permanent posts of District Inspectors, 8 posts are held by direct recruits. The Employees' Associations and Examiner of Local Fund Accounts have both proposed abolition of direct recruitment. We find that there is no direct recruitment at this level in other departments like Revenue, Commercial Taxes and the Secretariat. Further, we cannot underestimate the value of accumulated experience and knowledge of departmental lore in a post of this type. In view of this and in view of the high qualifications laid down for recruitment to the posts of Audit Clerks, we feel that there is no need for direct recruitment at the level of District Inspectors. The abolition of direct recruitment at this level would improve the prospects of staff now working in the department; there would at the same time be no lowering of standards as a pass in a stiff departmental test has been prescribed as an indispensable qualification for promotion to the posts of District Inspectors.

7. Among the gazetted staff of the department, the most important are the Assistant Examiners. Of the seven Assistant Examiners, three are in charge of Circles while the other four are in charge of special work such as Audit of Hindu Religious and Charitable Endowment Institutions, Corporation Audit, Stock Verification and Audit of State Trading Schemes. The Head of the Department has proposed a scale of Rs. 450—30—600—50—700 for this class of officers, his intention presumably being to ensure parity with Assistant Secretaries to Government. While for reasons indicated elsewhere, we do not concede

parity with Secretariat scales of pay, we feel strongly that emoluments of the Audit Officers should be comparable to those of other officers in the executive branch of Government if they are to have the status and independent outlook necessary to enable the audit work to be carried out without fear or favour. In this view, we feel that the Assistant Examiners of the department should be placed on the same scale of pay as Deputy Collectors, and recommend accordingly a revised scale of Rs. 375—25—800.

8. There is now one post of Deputy Examiner on a scale of pay higher than that of the Assistant Examiners. Formerly the Deputy Examiner was on the same scale of pay as Assistant Examiner and was allowed in addition a special pay of Rs. 50 and Madras House Allowance. But, in recognition of the arduous nature of the duties attached to the post of Deputy Examiner, the Government revised the scale of Rs. 300—50/2—600 in 1946. The Head of Department has proposed a revised scale of Rs. 500—30—800, his intention presumably being to ensure parity with the Assistant Accounts Officers in the Accountant-General's Office. We consider that there is no need for a special scale of pay for the Deputy Examiner as even now his initial pay and rate of increment are the same as those of Assistant Examiners. We, therefore, recommend that the Deputy Examiners may also be placed on the same revised scale of pay as that of Assistant Examiners, a special pay of Rs. 50 being however allowed in addition in recognition of his special responsibilities.

9. The highest post in the department is that of Examiner of Local Fund Accounts and the rules provide for recruitment to this post of Accounts Officers from the Indian Audit and Accounts Service as well as from the State Government service. For the Accounts Officers drawn from the Indian Audit and Accounts Service the terms of appointment are settled in consultation with the Auditor-General. For others, we propose a revised scale of pay of Rs. 900—50—1,200 the same scale as that proposed by us below for the Pay and Accounts Officer.

10. We have observed earlier that the posts of Accounts Officers working in the offices of Heads of Departments should also be included in the State Audit and Accounts Service. It is, therefore, convenient to examine here the present scales of pay of these Accounts Officers and propose revised scales for them with due regard to the scales proposed for posts in the Local Fund Audit Department, which will also be included in the same service. Many of the important departments like Public Works, Medical, Industries, Community Development, Transport, etc., have now Accounts Officers; a few of the other important departments like Education, Harijan Welfare, Police, etc., may also require the service of Accounts Officers in future in view of the need to ensure proper accounting of all financial transactions. These Accounts Officers are now drawn from various departments and have been placed on different scales of pay as will be seen from the statement below :—

Name of the department.	Designation.	Department from which they have been drawn.	Number of posts.	Existing scale.
(1)	(2)	(3)	(4)	(5) RS.
1 Highways.	Accounts Officer ..	Accountant-General's Office.	1	500—35—850 plus Rs. 100 special pay.
2 Agriculture.	Junior Accounts Officers.	Finance Department and Local Fund Audit Department.	3	300—50/2—500.
	Senior Accounts Officer.	Pay and Accounts Office.	1	500—35—850.
3 Khadi ..	Accounts Officer ..	Local Fund and Audit Department.	1	300—50/2—500.
4 Medical ..	Junior Accounts Officer.	Finance Department.	1	200—40/2—400.
	Assistant to the Director of Medical Services (Accounts).	Do.	1	475—75/2—700 plus Rs. 200 special pay. (The post is held by a retired Deputy Secretary.)
5 Community Development.	Junior Accounts Officer.	Do.	1	300—50/2—500.
	Senior Accounts Officer.	Do.	1	475—75/2—700.

Name of the department.	Designation.	Department from which they have been drawn.	Number of posts.	Existing scale.
(1)	(2)	(3)	(4)	(5)
				RS.
6 Fisheries ..	Accounts Officer ..	Finance Department. ..	1	200—40/2—400.
7 Animal Husbandry.	Do. ..	Local Fund Audit Department.	1	300—50/2—500.
8 Jail ..	Do. ..	Finance Department. ..	1	200—40/2—400.
9 Industries.	Accounts Officers ..	Do. ..	2	200—40/2—400.
10 Transport.	Deputy Accounts Officers.	Finance Department and State Transport Department.	2	200—40/2—400.
	Accounts Officer ..	Local Fund Audit Department.	1	300—50/2—500 plus Rs. 100 special pay.
11 Stationery and Printing.	Do. ..	Accountant-General's Office.	1	300—50/2—500.

11. It is necessary to prescribe as far as possible uniform scales of pay for the posts of Accounts Officers attached to Heads of Departments as they are all to be included in one service. It will be seen from the statement that a few of the Accounts Officers are now on the same scales of pay as Secretariat Superintendents and this scale is presumably designed to facilitate the deputation of Superintendents of the Finance Department as Accounts Officers. The need for deputation of the Superintendents of Finance Department will cease when a self-contained Audit and Accounts Service is formed, and the scale of Rs. 200—40/2—400 will become superfluous. We have already observed that the emoluments of Accounts Officers should be comparable to those of officers in the executive branch of the Government. But, not all posts of Accounts Officers may be considered to be of the same importance and it may, therefore, be necessary to recognize two grades of Accounts Officers. We consider that in future the Accounts Officers should be on either (i) Rs. 300—25—600 or (ii) Rs. 375—25—800. The lower scale may apply to Accounts Officers of minor departments as well as Junior Accounts Officers in the offices of the major Heads of Departments. The higher scale may apply to the Senior Accounts Officers in the major spending departments. A few Accounts Officers who are now on the same scales of pay as Assistant Secretaries to Government may be allowed the revised scale proposed by us for other Assistant Secretaries to Government, but may at the earliest opportunity be withdrawn and replaced by other Accounts Officers on the scale, Rs. 375—25—800. The allocation of various posts of Accounts Officers as between the two scales may be settled by the administrative departments in consultation with the Finance Department with reference to such factors as the importance of the department, the volume of financial transactions in the department and the seniority of the officer himself.

12. We would in this connection like to point out that the revised scales of pay proposed by us for the staff of the Local Fund Audit Department and the Accounts Officers, would facilitate the integration of the various categories of accounts staff in the manner proposed by Sri T. N. S. Raghavan. Thus, the scale of pay proposed by us for Audit Clerks is Rs. 125—5—175 and that proposed for Taluk Head Accountant is Rs. 150—5—200. It will be possible therefore to promote Audit Clerks with necessary qualification as Taluk Head Accountants, who may, in their turn, secure promotion as Head Clerks (to be redesignated as “Deputy Inspectors of Local Fund Audit”) and eventually as District Inspectors in the grade of Tahsildars. The posts of Junior Accounts Officers on Rs. 300—25—600 will provide an outlet for promotion to Senior District Inspectors, as well as Superintendents working in the Accounts branches of the various offices of Heads of Departments. The Assistant Pay and Accounts Officers, the Treasury Deputy Collectors and the Senior Accounts Officers and Assistant Examiners of Local Fund Audit, will all be on the same scale, namely, Rs. 375—25—800. This will again enable Government to provide for inter-changeability of officers between these posts and thus ensure them a variety of experience which would be quite valuable.

13. The posts of Examiner of Local Fund Accounts and Pay and Accounts Officer for whom a scale of Rs. 900—50—1,200 has been suggested will be the “prize posts” to which the Senior Gazetted Officers of the State Audit and Accounts Service could aspire for promotion. In the initial stages of the formation of the Audit and Accounts Service, both the

Examiner and the Pay and Accounts Officer will alike perhaps have to work under a Department of Government such as Finance or Revenue, the Examiner however being in charge of the personnel problems of the service as a whole. But at a later stage either a separate head for the entire service will become necessary or the Examiner will himself have to be recognised as the head of the service. In either case, the Head of the Audit and Accounts Service may be placed on a scale higher than Rs 900—50—1,200, to give him the necessary status and authority to exercise control over the Pay and Accounts Officer as well as the service as a whole.

14. The Audit and Accounts Service proposed by us will have a fairly large number of gazetted posts and higher supervisory non-gazetted posts and provide a satisfactory career for graduates entering the service at the level of Audit Clerks. We do not suggest direct recruitment at any higher level for the present, but with the inclusion of posts of Treasury Deputy Collectors also in the service, the number of gazetted posts will become sufficiently large to render direct recruitment on a limited scale at the lowest level of Gazetted Officers necessary and desirable.

CHAPTER XXXI.

MEDICAL DEPARTMENT.

1. The Medical Department deals with medical relief, medical education and medical research. The department is responsible for the management of Government hospitals in Madras City, at District headquarters, Divisional centres and at certain Taluk headquarters and also special institutions such as Tuberculosis hospitals, Mental hospitals, etc. It also helps the medical institutions run by local bodies and private agencies by lending medical officers and by giving grants-in-aid towards the construction and maintenance of buildings. On the educational side, four medical colleges are maintained, two at Madras and one each at Madurai and Tanjore. The department is also in charge of a college-cum-hospital for Integrated Medicine at Madras. Medical research is carried on at the King Institute, Guindy.

2. The expansion of the department in recent years has brought in its wake serious difficulties in recruitment to the different categories of medical personnel. These difficulties may be ascribed partly to the over-all inadequacy of facilities for training and the consequent paucity of trained staff in relation to the growing needs of the community; but they are also partly due to the fact that in recent years the scope for private practice for doctors has appreciably improved, with the result that a career under Government is no longer as attractive for them as it used to be. The Director of Medical Services has placed before us figures to illustrate the reluctance of medical graduates passing out from the institutions in the State to seek a career under Government. The response to the Service Commission's call for applications for posts of Civil Assistant Surgeons has been generally poor, and in many cases the candidates selected by the Commission have eventually failed to join duty. The Director of Medical Services anticipates that these difficulties in recruitment will be aggravated further when programmes for expansion of medical relief are stepped up further during the Third Five-Year Plan period. It has been particularly difficult to recruit doctors for service in rural areas, where there is generally a dearth of the basic amenities of life. We understand that many of the Primary Health Centres established in the Community Block areas have remained without doctors for varying periods. The revised pay structure to be proposed for medical personnel must take note of the present scarcity of doctors and also of the expensiveness of the medical course as compared with other professional courses of training.

3. In considering this question, a broad distinction can be drawn between posts in the general line and those in the teaching institutions. The Madras State Medical Service consists mainly of two grades of officers, namely, Civil Assistant Surgeons and Civil Surgeons and these two categories are distributed between the General Branch and the Teaching Branch. The posts under the Teaching Branch can be further subdivided into 'non-clinical' posts, the holders of which are completely debarred from private practice and 'clinical' posts, the holders of which are allowed restricted private practice. Generally, higher scales of pay have been allowed for posts in the Teaching Branch as compared with

posts in the General Branch. Recruitment of medical graduates is initially made to the cadre of Civil Assistant Surgeons in the General Branch and suitable persons from among them are later seconded to posts in the Teaching Branch. On transfer to the teaching posts, they have the option of drawing their grade pay in the general line, and in addition a teaching special pay at the prescribed rates, or the special scale of pay prescribed for teaching posts. Officers seconded to the teaching line are generally retained therein for the rest of their service. But when it becomes necessary to retransfer an officer from the teaching to the general line, he will revert to his position in the General Branch as Assistant Surgeon or Civil Surgeon according to his seniority.

4. The following table shows the various categories of staff employed in the Madras Medical Service in the general line:—

Serial number and designation. (1)	Existing scale of pay. (2)	Number of posts. (3)
	RS.	
1 Assistant Dental Surgeons in the Head-quarters Hospital.	150—25/2—400	6
2 Assistant Surgeons (general line)	200—25/2—400	846
3 Selection category—Assistant Surgeons ..	350—50/2—500	21
4 Dietician in major hospitals	200—25/2—400	3
5 Personal Assistant to the Assistant Director of Medical Services (Employees' State Insurance).	200—25/2—400	1
6 State Family Planning Officer	400—25/2—500	1
7 Superintendent, Tiruvatteeswarar Hospital, Ottery.	400—50/2—700	1
8 District Medical Officers and Civil Surgeons ..	450—75/2—750	89
9 Assistant Directors of Medical Services (one for Employees' State Insurance and another for Integrated Medicine).	450—75/2—750	2
10 Assistant Director of Medical Services (Medical).	600—75/2—900	1
11 Director and Superintendents, Tuberculosis Institutions.	500—75/2—800	3

5. Recruitment to the Madras Medical Service takes place normally at the level of the Civil Assistant Surgeons and it is in the recruitment to these posts that serious difficulties have been experienced in recent years. Prior to 1947, there were three cadres of Medical Officers (i) Sub-Assistant Surgeons, (ii) Civil Assistant Surgeons and (iii) Civil Surgeons in the Medical Department. Licentiates were recruited to the non-gazetted posts of Sub-Assistant Surgeons and graduates were recruited to the posts of Civil Assistant Surgeons in the gazetted cadre. In 1947, the posts of Civil Assistant Surgeons were designated as Civil Assistant Surgeons, Class I, and Sub-Assistant Surgeons were designated as Civil Assistant Surgeons, Class II, the latter being treated as non-gazetted posts. Promotion from Class II to Class I was treated as promotion to a selection grade and a satisfactory service of fifteen years as Civil Assistant Surgeons, Class II, in the case of Licentiates and five years of service in the case of medical graduates was laid down for promotion to Class I. In 1948, the posts of Civil Assistant Surgeons, Class II, were also elevated to gazetted status and the stipulation of five year's experience for promotion to Class I was removed in the case of medical graduates. The scales of pay for these posts were fixed at Rs. 150—10/2—170—15/2—230 for Civil Assistant Surgeons, Class II, and Rs. 200—25/2—400 for Civil Assistant Surgeons, Class I. In 1951, the two classes of Civil Assistant Surgeons were unified to form a single cadre of Civil Assistant Surgeons on a scale of Rs. 150—25/2—400, medical graduates being allowed to start on Rs. 200. As the Licentiate course in Medicine was abolished long ago, there is no longer direct recruitment of Licentiates to the posts of Civil Assistant Surgeons whose scale of pay is now virtually Rs. 200—25/2—400.

6. The Madras Medical Association has urged that having regard to the specially difficult, expensive and prolonged course of training undergone by the medical graduates a scale of Rs. 350—50—800 should be allowed for Civil Assistant Surgeons and Tutors. They have also suggested that the officers in the general line may, if they choose, be allowed to waive the privilege of consultation practice, and on such waiver may be allowed a non-practising allowance of Rs. 250 per month in addition to their pay. The Director of Medical Services too, having in view the serious difficulties noticed in recent years in recruitment to the cadre of Civil Assistant Surgeons, has pressed before us that their scale of pay as well as their prospects of promotion should be considerably improved. The scale of pay proposed by the Madras Medical Association has to be ruled out, because the emoluments of medical personnel cannot be seriously out of step with the scales of other Government employees with comparable attainments and responsibilities. Apart from this, the scale of pay proposed by the Association has to be ruled out on financial grounds. We consider that a revised scale of pay of Rs. 300—15—450—25—575 will be fair and adequate for Civil Assistant Surgeons (Ordinary Grade) with M.B.B.S. qualification. We leave it to the Government to determine in consultation with the Director of Medical Services an appropriate lower scale of pay for G.C.I.M. with reference to the scale proposed by us for M.B.B.S. men. In proposing for Civil Assistant Surgeons appreciably larger increase in emoluments than for other comparable grades of Government employees, we have been largely influenced by the imperative need for stepping up the present facilities for medical relief in rural and semi-urban areas. We therefore suggest that the present special compensatory allowance of Rs. 100 allowed to medical officers serving in Primary Health Centres may be continued. The absolute increase in emoluments which we have proposed for doctors will, by itself, not render service in rural areas attractive for them as there will still be a choice open to them between service in a Primary Health Centre and service in an urban medical institution. What is therefore needed is to make service in rural areas such as in Primary Health Centres relatively more attractive, and to this end, a suggestion was made to us that a concession such as was allowed for active War service of counting one year's service as two for purposes of leave, increment, pension, etc., might be allowed to doctors in respect of their service in Primary Health Centres in rural areas. We commend this suggestion to the Government for further examination in detail in consultation with the Director of Medical Services. It has been brought to our notice that since March last year, a special compensatory allowance of Rs. 50 is being given to Assistant Surgeons working in places other than Madras City, District Headquarters and Primary Health Centres. In view of the increased emoluments now proposed for Civil Assistant Surgeons, we suggest that this special compensatory allowance of Rs. 50 may be restricted to service in non-municipal areas.

7. We have considered the suggestion of the Madras Medical Association that compensation for loss of private practice may be given even to those Civil Assistant Surgeons who are now allowed consultation practice if they choose to waive that privilege. We consider that the present rules regarding consultation practice have, on the whole, been fair both to the medical personnel and to the community at large and do not therefore call for any change. As the medical facilities in general still continue to be restricted, we think that it will be inexpedient to withdraw the present privilege of consultation practice from any large class of medical staff.

8. A selection grade of Civil Assistant Surgeons was first sanctioned in 1958. The Civil Assistant Surgeons in the selection grade are generally posted to the bigger taluk headquarters hospitals. We have considered the need for retention of this selection grade of Civil Assistant Surgeons. The chances of promotion of Civil Assistant Surgeons to the rank of Civil Surgeons in the general line are rather limited, as there are only twenty-three posts of Civil Surgeons as against over 800 posts of Civil Assistant Surgeons. We also understand that in view of the 'bunching' of recruitment to the cadre of Civil Assistant Surgeons in recent years, there is a preponderance of younger men in this cadre and that this will, in due course, lead to considerable stagnation. The selection grade of Civil Assistant Surgeons will in these circumstances, improve to a certain extent the opportunities available to the Civil Assistant Surgeons. We therefore recommend that the selection grade may be continued and suggest for it a revised scale of Rs. 450—25—650. There are now only twenty-one posts in the selection grade, and we consider that, to begin with, the strength of the selection grade may be raised to at least 5 per cent of the total number of posts in the cadre of Civil Assistant Surgeons, to achieve the objective of providing adequate opportunities for promotion for persons in this category.

9. There is now a post of State Family Planning Officer on a scale of Rs. 400—25/2—500. We consider that there is no need to have a special scale for this post and that it will be appropriate to include this post in the selection grade of Civil Assistant Surgeons.

10. Similarly the post of Superintendent of the Tiruvatteeswarar Hospital which was taken over by Government in 1958 is on a special scale of Rs. 400—50/2—700. We understand that the duties and responsibilities of the post are comparable to those of Civil Surgeons. We therefore recommend that the post may be equated to that of Civil Surgeons.

11. The Civil Surgeons constitute an important category in the Medical Department. There are eighty-nine posts in this grade. The Madras Medical Association has asked for a scale of Rs. 1,000—100—1,500 for this class of Officers. In regard to the scales of pay, the District Medical Officers and Executive Engineers are now on a slightly higher footing than other District Officers like District Agricultural Officers, District Veterinary Officers, etc. Having regard to the nature of the duties and responsibilities attached to these posts, we recommend a scale of Rs. 600—40—800—50—900 for this cadre.

12. In the next higher category are three Assistant Directors of Medical Services, who are respectively in charge of Medical, Employees' State Insurance and Integrated Medicine Branches. Of these Assistant Directors, the Assistant Director in charge of Medical Branch is on a scale of Rs. 600—75/2—900 plus a special pay of Rs. 100 while the other two Assistant Directors are on the same scale as Civil Surgeons, viz., 450—75/2—750 plus a special pay of Rs. 100 per mensem. The Director of Medical Services represented to us that in view of the all-round increase of work in his department, the three posts of Assistants to the Director of Medical Services should be upgraded to the level of Deputy Directors on a scale of pay identical with that of Deans of Medical Colleges. We consider that the question of creation of posts of Deputy Directors in the place of Assistant Directors is beyond our purview and that it should be taken up by the Director of Medical Services separately with the Government. We can only suggest revised scales for the posts of Assistant Directors as they are. In our view all the three posts of Assistants to the Director of Medical Services (Employees' State Insurance, Integrated Medicine and Medical) may be allowed the same scale of pay as that of Civil Surgeons, viz., Rs. 600—40—800—50—900; in view of the additional duties attached to these posts and the total ban on private practice, they may be allowed a special pay of Rs. 200 per mensem each.

13. There are three posts of Director, Government Tuberculosis Institute, Madras, Superintendent, Government Tuberculosis Hospital, Nagercoil, and Superintendent, Tuberculosis Sanatorium, Tambaram, which are on a slightly higher scale than that of the District Medical Officers. The minimum and the maximum of the scale are higher than those of Civil Surgeons by Rs. 50. We recommend that in the interests of rationalisation of scales of pay, these three posts may be equated to those of Civil Surgeons, but that the incumbent may be allowed a special pay of Rs. 50 in addition.

14. We shall now consider the scales of pay of posts in the teaching branch. The teaching staff are employed in the medical colleges and attached hospitals and work under general control of the Dean or the Principal of the college concerned. The following statement shows the several categories of staff now employed in the teaching branch and their present scales of pay :—

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2) RS.	(3)
1 Health Officer, South Arcot district	160—20/2—280	1
2 Non-Clinical Tutors or Assistants	200—25/2—400 (plus Rs. 80 for restriction of private practice plus Rs. 30 teaching special pay).	76
3 Clinical Tutors and Assistants	350—50/2—700 (plus non-practising allowance of Rs. 100).	76
4 Assistant Readers in Pharmaceutics, Pharmacognosy and Dental Surgery.	200—25/2—400	4
5 Non-Medical Assistant to the Professor of Pharmacology.	200—25/2—400	1
6 Non-Medical Serologist	200—25/2—400	1
7 Lecturers (Education Department)	230—500	3
8 Assistant Professors and Tutors	250—30/2—340—40/2—580 ..	3
9 Non-Medical Lecturer in Organic Chemistry ..	230—30/2—260—40/2—500—50/2—700.	1

Serial number and designation. (1)	Existing scale of pay. (2) RS.	Number of posts. (3)
10 Assistant Professor of Hygiene	250—25/2—450—50/2—600 ..	1
11 Clinical Lecturers including Dental Surgeons.	310—30/2—400—40/2—480 ..	19
12 Non-Clinical Lecturer	350—50/2—700 plus non-practising allowance of Rs. 100.	1
13 Clinical Professors (including Dental Surgeons).	500—75/2—800	31
14 Non-Clinical Professors	700—100/2—1,100 plus non-practising allowance of Rs. 250.	22
15 Reader in Pharmaceutical Chemistry and Pharmaceutics, Madras Medical College.	600—75/2—900	1
16 Professors of Hygiene	600—100/2—1,000 plus Rs. 50 special pay.	2
17 Deans of the Medical Colleges	900—100/2—1,200	3
18 Directors of Upgraded Institutions	1,000—100—1,500	5

15. Among the teaching staff, the Non-Clinical Professors, Lecturers, Tutors, and Assistants attend solely to teaching work and they are completely barred from private practice. They have always been allowed higher scales than the corresponding clinical staff, and in addition a special pay for loss of private practice. In the alternative, they were allowed a scale of pay in the general line and in addition a special pay for teaching and a further special pay for loss of private practice. The Government had been considering for some time past the improvement of conditions of service of the teaching staff in the medical colleges. The Government of India had also made certain suggestions and offered financial assistance for the establishment of full-time teaching units in the clinical and non-clinical departments of the medical colleges in the State. The Government after a careful examination of the suggestion made by the Government of India considered that the proposals for the establishment of full-time teaching units in the non-clinical departments deserved higher priority than the other related proposals. Availing themselves, therefore, of the financial assistance offered by the Government of India, the State Government revised in June 1959, the scales of pay of the non-clinical teaching staff substantially as shown below :—

	Old scale.	Scale as revised in June 1959.
Readers (Professors, Additional Professors and Associate Professors).	Rs. 600—75/2—900.	Rs. 700—100/2—1,100 plus a non-practising allowance of Rs. 250 per mensem.
(a) Lecturers	Rs. 360—580 ..	} Rs. 350—50/2—700 plus a non-practising allowance of Rs. 100 per mensem.
(b) Assistant Professors and Tutors	Rs. 150—25/2—400.	
Demonstrators (Tenure posts)	Rs. 150—10—200.	Rs. 200—25/2—400.

16. It may be pointed out that while the old scales of pay for the non-Clinical Professors and Lecturers included an element of compensation for loss of private practice also, the Government have not only raised the scales of pay further but have also allowed in addition a substantial non-practising allowance. We consider that the revised scales of pay already allowed for the non-clinical staff are liberal in relation to the scales of pay allowed to the posts in the general branch and consider that no further enhancement of emoluments of these posts is necessary. In the interests of rationalisation, however, we recommend the following revised scales for these posts :—

Non-Clinical Tutors and Assistant Professors or Non-Clinical Lecturers.	Rs. 375—25—800 plus a non-practising allowance of Rs. 100 per mensem.
Non-Clinical Professors	Rs. 700—50—1,100 plus a non-practising allowance of Rs. 250 per mensem.
Demonstrators Tenure (posts)	Rs. 300—15—450.

17. Among the clinical staff, Clinical Tutors and Assistants are now on the same scale as that of Civil Assistant Surgeons. We therefore recommend that they may be allowed the revised scale of pay proposed for the Civil Assistant Surgeons in the general line, and in addition the present teaching special pay of Rs. 30 and compensatory allowance of Rs. 50 per mensem for restricted practice.

18. As regards Clinical Lecturers, the Director of Medical Services pointed out to us that there was no place for a category of Clinical Lecturers in the present context of medical education, and that this category should be abolished and replaced by Professors in due course. Pending a decision on this question, however, we recommend for this category a revised scale of Rs. 300—15—450—25—575 plus a teaching special pay of Rs. 30 and a compensatory allowance of Rs. 50 for restricted private practice as at present. It may appear anomalous to place Clinical Lecturers on the same scale as Clinical Tutors, but it should be remembered that even now their emoluments are virtually the same.

19. The posts of Clinical Professors have been graded with those of Civil Surgeons and they are allowed pay as for Civil Surgeons and in addition a teaching special pay of Rs. 50. They are not granted any special compensatory allowance as they are entitled to consultation practice. Having regard to the present equation of Clinical Professors to those of Civil Surgeons, we recommend for them the revised scale of pay proposed for the Civil Surgeons. The Director of Medical Services has urged before us that the present special pay of Rs. 50 is inadequate in relation to the special responsibilities shouldered by the teaching staff at this level, and that it should be increased to Rs. 75. We agree with the Director of Medical Services and suggest that the teaching special pay allowed to the posts of Clinical Professors may be increased from Rs. 50 to 75.

20. There are certain posts of Assistant Readers in Pharmaceutics, Pharmacology and Dental Surgery which are now on the same scale as that of Civil Assistant Surgeons. We recommend that the revised scale of pay proposed by us for Civil Assistant Surgeons, namely, Rs. 300—15—450—25—575 may be adopted for these posts also.

21. The posts of Non-Medical Assistants to the Professors of Pharmacology and Serology are on the same scale as that of Civil Assistant Surgeons, but are held by non-medical men. We, therefore, consider that a revised scale of Rs. 250—15—400—25—500 will suffice for these posts.

22. There are a few posts of Non-Medical Lecturers in the Medical Colleges and for them we recommend a revised scale of Rs. 350—25—650 which is the scale we have proposed for Lecturers in the Education Department.

23. The post of Professor of Hygiene in the Medical College is borne on the cadre of Assistant Directors of Public Health. We recommend that the scale of pay proposed for Assistant Directors of Public Health, namely, Rs. 800—50—1,100 may be extended to the Professor of Hygiene, who may, in addition, also be allowed the same teaching special pay as Clinical Professors.

24. The Government have already equated the posts of Reader in Pharmaceutical Chemistry to that of Non-Clinical Professors and have placed him on the same scale of pay as Non-Clinical Professors. We, therefore, recommend a revised scale of Rs. 700—50—1,100 for this post. We do not, however, consider that there is any justification to allow this post a non-practising allowance as the post is held by a non-medical man.

25. The Deans are the administrative heads of the Medical Colleges and the attached hospitals. As we have not proposed any increase in emoluments for posts in other departments at this level, we recommend a revised scale of Rs. 1,000—50—1,200 providing only for merger of dearness allowance with pay and annual instead of biennial increments.

26. There are five posts of Directors in the upgraded institutes of Obstetrics and Gynaecology, Veneriology, Anatomy, Radiology and Pediatrics. The Directors are also Ex-officio Professors of the Madras and Stanley Medical Colleges in their respective subjects. These posts are now on a scale of Rs. 1,000—100—1,500. We have not proposed an annual increment of more than Rs. 50 for any post; bearing this in mind and in the interests of rationalisation, we propose a revised scale of Rs. 1,100—50—1,400 for these posts, existing incumbents being protected.

27. It is convenient here to consider the scales of pay also of some Non-Gazetted posts of Tutors and Demonstrators in medical colleges. These may be classified as Non-Medical Tutors and Demonstrators and Medical Tutors and Demonstrators. The Non-Medical Tutors and Demonstrators who impart instruction in such subjects as Chemistry are included in the Madras Educational Subordinate Service and the scales of pay for Tutors and Demonstrators in the Education Department may therefore be extended to them.

28. The Medical Tutors and Demonstrators give instructions to students in such subjects as Anatomy, Physiology, Pharmacology, Pathology, Bio-Chemistry and Bacteriology. These posts are held by medical graduates on a tenure basis for short spells, and we do not, therefore, consider it necessary to allow in full the revised scale proposed for Civil Assistant Surgeons for these posts. We recommend a revised scale of Rs. 300—15—450 for these posts.

29. Next we deal with the Analyst's Department and the King Institute at Guindy. The Analyst's Department undertakes the analysis of food samples seized under the Madras Prevention of Adulteration Act, Analysis of diet articles from Government hospitals and analysis of drugs under the Drugs Act. The King Institute functions as (i) the Vaccine Lymph Department for the entire State, (ii) the Laboratory for manufacture of bacterial vaccines and bacteriophages for dysentery, etc., (iii) the laboratory for clinical bacteriological work and (iv) the research laboratory for the investigation of problems connected with medicine and public health, etc. The King Institute also functions as a post-graduate training centre in Water Analysis, Food Analysis, Vaccination, Practical Training, Combined Clinical Pathology and Bacteriology, etc.

30. The following table shows the categories of staff employed in the above two branches :—

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
1 Junior Water Analysts	100—8—140—10—200 (120—8—160—10—240 for persons with B.Sc. (Hons.) and higher qualifications).	7
2 Junior Assistants to Government Analyst ..	Do.	12
3 Junior Chemical Assistants	Do.	4
4 Senior Chemical Assistants	200—25/2—400	2
5 Assistant Analysts (Water Bacteriology and Chemistry).	200—25/2—400	5
6 Assistant Analyst (Water Biology)	200—25/2—400	1
7 Medical Biologist	200—25/2—400	1
8 Senior Assistants to Government Analyst, King Institute.	200—25/2—400	6
9 Bio-Chemist in Anti-Toxin Department ..	220—30/2—340—40/2—580 ..	1
10 Bio-Chemist in the Upgraded Institutions ..	220—30/2—340—40/2—580 ..	1
11 Chief Water Analyst	420—40/2—580	1
12 Deputy Government Analyst	400—25/2—500	1
13 Government Analyst	600—75/2—900	1
14 Government Analyst Assistant (Drugs) ..	600—75/2—900	1
15 Assistant Directors, King Institute	600—75/2—900	4
16 Director, King Institute	625—125/2—750—100/2—850—125/2—975—175/2—1,150.	1

31. The posts of Junior Water Analysts, Junior Assistants to Government Analyst and Junior Chemical Assistants are held by non-Medical Science Graduates. At present they do not have sufficient scope for promotion to higher posts. But we are informed that the Director of Medical Services is contemplating creation of a new cadre for providing adequate chances for these men. These posts are now on two scales of pay, one on Rs. 100—8—140—10—200 for ordinary B.Sc. Degree holders and the other on Rs. 120—8—160—10—240 for persons with higher qualifications. We do not see the need for having two scales of pay for the same post for two different sets of men. Persons with higher qualifications may, if necessary, be allowed two advance increments in a common scale. So, we recommend a uniform scale of Rs. 150—5—175—10—225—15—300 for these posts.

32. In the next higher category are the posts of Senior Chemical Assistants, Assistant Analysts (Water Bacteriology and Chemistry), Assistant Analyst (Water Biology), Senior Assistants to Government Analyst and Medical Biologist. They are now on the same scale as that of Civil Assistant Surgeons and it is desirable to maintain the existing relativities between medical and non-medical staff working in the same research institutions. We accordingly recommend a revised scale of Rs. 300—15—450—25—575 for these posts.

33. There are two posts of Bio-Chemists one for the Anti-Toxin Department and the other for the Upgraded institutions, on a scale of Rs. 220—580. The holders of these posts should possess a First Class or Second Class Degree of B.A. (Hons.) in Chemistry or B.Sc. (Hons.) in Chemistry or M.A. in Chemistry and practical experience in Bio-Chemical work for not less than three years. In view of the high qualifications and the previous experience prescribed for these posts, we recommend a scale of Rs. 300—25—700 for this category. In order to attract highly qualified men, we also recommend that candidates possessing Ph.D. or D.Sc., or M.Sc. qualifications may be allowed two advance increments in the above scale.

34. The two posts of Deputy Government Analyst and the Chief Water Analyst are now on short and odd scales, and in the interests of rationalisation we recommend a uniform scale of Rs. 500—25—800 keeping in view the scale proposed for the lower posts.

35. The four posts of Assistant Directors, King Institute, now on a scale of Rs. 600—75/2—900 are filled by promotion from among Assistant Surgeons in the general line, Non-Clinical Lecturers, Tutors and Assistants, Clinical Lecturers, Tutors and Assistants, etc. We would normally like to leave the scales of pay of posts at this level unaltered. But recently the Government have appreciably revised the scales of non-Clinical Professors and have also sanctioned them a non-practising allowance of Rs. 250. The repercussions of the revision of the scales of pay of Non-Clinical Professors on the posts in the King Institute do not appear to have been fully realised by Government. As the posts of Assistant Directors of King Institute have hitherto been equated to those of Non-Clinical Professors, we think that they should in fairness be allowed the same revised scale of pay as Non-Clinical Professors, viz., Rs. 700—50—1,100. The Non-Clinical Professors have been given a non-practising allowance of Rs. 250 per mensem; as the teaching responsibilities of Assistant Directors are less strenuous than those of Non-Clinical Professors, it will suffice if they are given a special pay of Rs. 150 per mensem only in addition.

36. The Government Analyst and Government Analyst Assistant (Drugs) may also be allowed the same revised scale as Assistant Directors but not the special pay, as their work, unlike that of the Assistant Directors, does not admit of any comparison with the work of the Clinical Professors.

37. The present scale of pay of the Director is very odd. We suggest that he may be placed on the revised scale of pay suggested for Non-Clinical Professors and allowed in addition a special pay of Rs. 250. This suggestion will also maintain an adequate differential between the emoluments of the Assistant Director and those of the Director.

38. Another technical branch in this department is that of the Chemical Examiners. The Chemical Examiners Branch attends to the examination of medico-legal cases.

39. The following are the important categories of staff employed in this Branch :—

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
1 Sub-Assistants to the Chemical Examiner	100—8—140—10—200	2
2 Junior Assistants	200—25/2—400	5
3 Senior Assistants		
4 Research Assistants		
5 Chemical Examiner	600—75/2—900	1

40. The posts of Sub-Assistants to the Chemical Examiner are filled up by candidates possessing a Degree in Chemistry or Pharmacy or the Diploma in Chemistry and Microscopy of Foods, Drugs, etc. They assist the Senior and Junior Assistants in laboratory work. These posts are now on the same scale of pay as that of Junior Assistants in the Government Analyst Department. So, we recommend that the scale of pay proposed for Junior Assistants in the Analytical Department, viz., Rs. 150—5—175—10—225—15—300 may be adopted for these posts, with two advance increments for persons with post-graduate or Honours qualifications.

41. To the next higher categories belong the Junior Assistants, the Senior Assistants and the Research Assistants. They all attend to the examination of specimens in the laboratory. They are now on the same scale of pay as that of Civil Assistant Surgeons. We are informed that a proposal is under consideration for taking away this branch from the Medical Department and attaching it to the Police Department. However, as regards pay, we consider that the existing parity with Civil Assistant Surgeons may be maintained as in the case of Assistant Analysts in the Analyst's Department. We accordingly recommend a scale of Rs. 300—15—450—25—575 for these posts.

42. The Chemical Examiner is the head of this Branch. His chief duties are to examine and report upon substances sent to him for investigation by magisterial or police officers or by medical officers. He is also in addition Professor of Forensic Medicine and Professor of Chemistry in the Medical College, Madras. He is now on the same scale as that of the Assistant Directors in the King Institute, Guindy. In the interests of uniformity and rationalisation, we recommend a scale of Rs. 700—50—1,100 for this post together with the present special pay of Rs. 150.

NURSING BRANCH.

43. We shall now examine the scales of pay of the posts in the Nursing Branch.

The following are the different categories of staff in this Branch :—

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
<i>Non-Gazetted.</i>		
1 Maternity Assistants	40—3—55—1—70	418
2 Health Visitors	85—5—150	27
3 Nurses (Men and Women)	85—5—150	1,333
4 Head Nurses	150—5—200	152
<i>Gazetted.</i>		
5 Nursing Superintendents, Grade III	165—10/2—175—15/2—205	20
6 Nursing Superintendents, Grade II	200—25/2—250	7
7 Nursing Superintendents, Grade I	275—25/2—325	4
8 Nursing Tutors, Grade II	165—10/2—175—15/2—205	22
9 Nursing Tutors, Grade I	200—25/2—250	2

44. Among the Non-Gazetted staff, the posts of Maternity Assistants and Health Visitors are found in larger numbers in the Public Health Department than in the Medical Department, and we have therefore found it convenient to discuss the scales of pay of these posts under the Public Health Department. The revised scales suggested therein will apply to the posts in this department also.

45. The Nurses form numerically the most important category in this Branch. It is at this level in the Nursing Branch that direct recruitment is being made. The Director of Medical Services has experienced difficulties in getting suitable personnel to fill these posts. We understand from him that during the last five years, over a hundred and fifty Nurses have left the department to take up more lucrative posts elsewhere and that at present about 120 posts of Nurses are vacant for want of trained personnel. The Nurses have to undergo training for a fairly long period and they are engaged in what has been traditionally acknowledged to be a very important and humane service. It is therefore necessary to make nursing an attractive career. A higher initial pay will render this service popular, and the somewhat poorer prospects of promotion in this line can be offset by a suitable increase in the maximum of the time-scale. Keeping these considerations in view we propose a revised scale of pay Rs. 140—5—220 for Nurses.

46. The next higher category in the Branch is that of Head Nurses who are responsible for the efficiency of nursing in the wards under their charge, for the practical training of pupil-nurses working in the wards and for the discipline, cleanliness and management of their section. They are also responsible for the safe custody of ward linen, furniture and medical and surgical appliances. The Director of Medical Services has pointed out that promotions from Head Nurses to Nursing Superintendents are few and far between in view of the limited number of posts in the higher grades. This position will no doubt improve as the existing strength of Nursing Superintendents is far below the prescribed scale and is likely to be increased sooner or later, with reference to the bed strength of the hospitals. But, meanwhile, it is necessary to effect an improvement in the present emoluments of Head Nurses, consistent with increase in the scales of pay of the Nurses. We, therefore, recommend a revised scale of Rs. 200—5—240—10—270 for them.

47. Among the gazetted staff of the Branch the Nursing Superintendents, Grade III, are in charge of the Nurses' Homes. They are responsible for the general management of the nursing staff's quarters and for the discipline of the nursing staff. They inspect the hospital wards on alternate days and supervise the work of the nursing staff. The Nursing Superintendents, Grade II, attend to office work. They keep a record of days-off, half-days and late passes granted to the members of the nursing staff, and take the roll call of the Women Nursing Orderlies and the conservancy staff. They also supervise the work of the Linen and the Laundry Departments. The Nursing Superintendents, Grade I are responsible to the Superintendent of the hospital for the efficient nursing of the sick, for the discipline, conduct and duties of the nursing staff and the management of the training school for nurses in hospitals which are training centres. The three grades of Nursing Superintendents are respectively on Rs. 275—25/2—325, Rs. 200—25/2—250 and Rs. 165—10/2—175—15/2—205. We consider that there is no need to have three grades for this small cadre and

that the existing two higher grades (i.e., Grades I and II) can be combined into a single grade and designated as Nursing Superintendents, Grade I, the existing Grade III being re-designated as Grade II. Consistent with the improved scales of pay suggested for the lower grades of nursing staff we consider that revised scales of Rs. 300—15—450 for the combined category of Nursing Superintendents, Grade I, and Rs. 225—10—275—15—350 for new Grade II will be appropriate.

48. Turning next to the category of Nursing Tutors who assist the Nursing Superintendents in the organisation and administration of the Training School for the Nurses, they are now on two grades, Grade I being on a scale of Rs. 200—25/2—250, the same as that of Nursing Superintendents, Grade II, and Grade II being on a scale of Rs. 165—10/2—175—15/2—205, the same as that of Nursing Superintendents in Grade III. We therefore recommend for the Nursing Tutors in Grade II, the scale proposed for Nursing Superintendents, Grade II, viz., Rs. 225—10—275—15—350 and for those in Grade I the same scale plus a special pay of Rs. 25 per mensem.

49. We consider next the scales of pay of the few gazetted posts on the administrative side under the direct control of the Director. They are on the following scale of pay:—

Serial number and designation. (1)	Scale of pay. (2) RS.	Number of posts. (3)
1 Assistant Electrical Engineer	260—500	1
2 Junior Accounts Officer	200—40/2—400 plus Rs. 50 special pay.	1
3 Assistant to the Director of Medical Services (Accounts).	500—850 (if held by an Assistant Accounts Officer of the Accountant-General's office). 475—700 plus Rs. 200 special pay if held by an Assistant Secretary of the Finance Department.	1
4 Lay Secretaries, Grade II	200—25/2—300	16
5 Lay Secretaries, Grade I	300—25/2—450	3
6 Manager	275—25/2—350	1
7 Gazetted Assistant (Planning and Development).	250—25/2—350	1
8 Gazetted Assistant (Employees' State Insurance).	300—25/2—450	1
9 Assistant to the Director of Medical Services (Administration).	400—50/2—500—75/2—650	1
10 Director of Medical Services	1,500—150/2—1,800	1

Of the above, the Assistant Electrical Engineer is on deputation from the Public Works Department and the revised scale sanctioned for the post in that department will, therefore, apply to this post also.

50. The pay of the Junior and the Senior Accounts Officers may be regulated with reference to our recommendations elsewhere for the constitution of a State Audit and Accounts Service.

51. *Lay Secretaries.*—Among the other categories, the Lay Secretaries are in charge of administrative work in the hospitals and assist the Superintendents of hospitals in their administrative and non-technical duties and technical work. There are now two grades of Lay Secretaries, Grade I and Grade II. These posts are assigned to the various medical institutions according to the size and volume of cash transactions. Having regard to the nature of the duties attached to these posts, we recommend a revised scale of Rs. 250—15—400 for Lay Secretaries, Grade II, and Rs. 375—25—525 for Lay Secretaries, Grade I.

52. There is one post of Manager on a short scale of Rs. 275—25/2—350. He is in supervisory charge of the ministerial staff working in the office of the Director of Medical Services. For posts of Administrative Assistants in various other departments, we have recommended a scale of Rs. 300—15—450, and we suggest that the same scale may be adopted for the post of Manager in the office of the Director of Medical Services also.

53. *Gazetted Assistant (P. & D.).*—Among the two non-technical Gazetted Assistants of the Director of Medical Services, one is in charge of Planning and Development. He assists the Director of Medical Services in dealing with the work relating to Plan Schemes. The post is now on an odd scale and there does not appear to be any difference in the nature of the work attached to this post and the post of Manager and Administrative Assistants in other departments. We do not, therefore, consider it necessary to evolve a separate scale of pay for this post. We recommend only a revised scale of Rs. 300—15—450 (the scale as that of Manager) for this post. We also recommend that the post may be filled solely by promotion from the ministerial staff in the Medical Department. The opportunities for promotion for ministerial staff in technical departments are already limited, and it will not be fair to curtail them further by filling the few higher posts with personnel on transfer from the Secretariat or other outside offices.

54. *Gazetted Assistant (E.S.I.).*—The other Gazetted Assistant is in charge of the work relating to the Employees' State Insurance Scheme. This post is now on the same scale as that of Lay Secretary, Grade I. We therefore recommend that the revised scale proposed for Lay Secretaries, Grade I, viz., Rs. 375—25—525 may be adopted for this post also.

55. *Assistant to the Director of Medical Services (Administration).*—The next higher post in the administrative branch is that of the Assistant to the Director of Medical Services (Administration). The post is now held by an officer deputed from the Health Department of the Secretariat. We are generally not in favour of Gazetted administrative posts in the offices of the Heads of Departments being filled by persons from outside to the detriment of the prospects of the departmental staff. But in this particular case, the Director of Medical Services specially urged that the post should continue to be held by an experienced officer from the Secretariat, well-versed in service matters. The present arrangement may continue for the time being, but we consider that the scale proposed for the posts of Deputy Collectors, viz., Rs. 375—25—800 would be sufficient for the post of Assistant to the Director of Medical Services (Administration). We also suggest that at the earliest opportunity this post may also be made available for promotion for the staff of the department.

56. It only remains for us to consider the scale of pay of the Director of Medical Services. He is entrusted with the superintendence and control of all Government medical institutions, medical colleges and research institutions. He has control over the entire staff of the department. Consistent with our policy of not giving any increase in emoluments to the higher paid staff, we recommend a revised scale of Rs. 1,500—50—1,800, substituting annual for biennial increments.

57. We shall next deal with the posts in the Subordinate Services. The following are the numerically large categories of non-gazetted staff that are special to this department :—

Serial number and designation.	Scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
1 Nursing Orderlies, Grade II	19—1—25	651
2 Nursing Orderlies, Grade I	24—1—30	98
3 Technicians, Grade II	35—2—55—1—60	23
4 Technicians, Grade I	50—5—100	154
5 Laboratory Attendants (Medical Institutions).	24—1—32— $\frac{1}{2}$ (A)—35	102
6 Pharmacists	45—2—85	688
7 Chief Pharmacists	70—5—100	25
8 Dark Room Assistants	40—3—55—2—75	30
9 Radiographers, Grade II	45—3—60—1—80	3
10 Radiographers, Grade I	70—5—100	57
11 Chief Radiographers	200—12 $\frac{1}{2}$ —300	2
12 Electricians, Grade II	35—2—55—1—60	14
13 Electricians, Grade I	70—3—100	2
14 Tutors and Demonstrators (Non-Medical)	80—5—120—10—140	25
15 Demonstrators in Pathology, Bio-Chemistry and Pharmacology.	125—10—175	22
16 Demonstrators in Anatomy and Physiology.	200—25/2—400	35
17 Hospital Social Workers	85—5—150	21
18 Social Workers	$\begin{cases} 70—3—100 \\ 60—3—120 \end{cases}$	$\begin{matrix} 2 \\ 4 \end{matrix}$
19 Drug Inspectors	125—10—225	11

58. *Nursing Orderlies*.—The lowest category is that of Nursing Orderlies. They attend to general menial duties in the ward and are also responsible for the safe custody of all crockery and cutlery entrusted to their care for use in the ward. There are now two grades of Nursing Orderlies—Grade I on Rs. 24—1—30 and Grade II on Rs. 19—1—25. The existing scales more or less correspond to those of Attenders and Peons respectively and we accordingly recommend that the scales proposed for these two categories, viz., Rs. 55—1—70 and Rs. 50—1—60 may be adopted for the Nursing Orderlies, Grades I and II, respectively.

59. It has been represented to us that the Nursing Orderlies have to work for twelve hours a day, and that they are not able to avail themselves of holidays as no leave reserve is now maintained. We suggest that the existing strength of Nursing Orderlies in different hospitals may be reviewed, and if need be suitably augmented, to render it possible for Nursing Orderlies to enjoy holidays like other last grade servants.

60. *Technicians*.—We next consider the case of Technicians. They assist the doctors in the examination of specimens of blood, urine, etc. The Director of Medical Services has represented that in view of the present inadequate scale of pay it is difficult to get suitable men for these posts of Technicians. There are now two grades of Technicians—Grade I on Rs. 50—5—100 and Grade II on Rs. 35—2—55—1—60. The Government have recently in January 1959 sanctioned a shortened course for the training of Laboratory Technicians. This course is being run in the Medical Colleges at Madras and Madurai. Under this scheme 100 candidates will be trained in a year at the rate of 50 candidates in each batch. Candidates seeking admission to the course should have studied up to S.S.L.C. and during training are paid a stipend of Rs. 25 each per mensem. The candidates trained under this scheme are classified as Technicians, Grade II, and allowed a scale of Rs. 35—2—55—1—60.

61. This course has been started only in January 1959 and the supply position of Technicians may become easy in the near future. We feel that even during the period of training, the trainees should be allowed the minimum of the scale of pay of the post in which they are to be eventually fitted in. The posts of Technicians, Grade II, are held by candidates who have studied up to S.S.L.C. and have obtained the Technician's Certificate. Technicians, Grade I, require the Pre-University qualification plus Technician's Certificate. Having regard to the educational qualifications and the nature of the duties attached to these posts, we recommend a scale of Rs. 100—5—150 for Technicians, Grade I, and Rs. 80—2—100 for Grade II. In proposing the revised scale for Technicians, Grade I, we have taken note of the fact that they are now getting higher pay than Lower Division Clerks and Pharmacists.

62. *Laboratory Attendants*.—Among the Laboratory Attendants, there are three grades, viz., Grade I on Rs. 45—90, Grade II on Rs. 30—1—45 and Attendants in other medical institutions on Rs. 24—35. These Attendants work in laboratories attached to hospitals, medical colleges and research institutions. The different grades of Laboratory Attendants have recently been merged with those of Technicians, Grades I and II, and the revised scales proposed for Technicians, Grades I and II, will therefore apply to these posts also.

63. *Pharmacists*.—The scale of pay of Pharmacists formerly designated as Compounders, who are numerically a very important category in the department may be examined next. The Pharmacists attend to the dispensing of medicines to patients in hospitals. They also attend to clerical work in single compounder stations. We understand that there is difficulty in securing qualified personnel for these posts in view of the present inadequate scale of pay. The Government City Pharmacists' Association has proposed a revised scale of Rs. 80—5—120—EB—200—10/2—220 for the Pharmacists who are matriculates and has suggested that Pharmacists should be assured parity with Health Inspectors. They have also asked for a selection grade on Rs. 160—10—300—EB—15—450 with a ratio of 1 : 3 between selection grade and ordinary posts. We do not recommend the creation of a selection grade of Pharmacists, as there are already higher posts such as those of Chief Pharmacists and Pharmacists in the Government General Hospital. We are also unable to concede parity for them with Health Inspectors, as we consider that the duties of Health Inspectors which are of an executive nature are more arduous than those of Pharmacists.

64. The basic educational qualification prescribed for Pharmacists is S.S.L.C. with eligibility for College Course. Besides this, they have to undergo a special course of training which has recently been extended to two years. Having regard to the qualifications prescribed we recommend a revised scale of Rs. 90—4—110—3—140.

65. It was represented to us that in some medical institutions the Pharmacists have to be on duty for sixteen hours at a stretch, and that such continuous spells of duty cast a great physical strain on them. We suggest that this grievance may be redressed by a suitable increase in the strength of Pharmacists.

66. The next higher category is that of Chief Pharmacists. They are employed in the bigger medical institutions. This being a promotion category for the Pharmacists, we recommend a revised scale of Rs. 125—5—175. In this connexion the Director of Medical Services has represented to us that the existing proportion of the Chief Pharmacists

to Pharmacists, viz., 1 : 27 is too low and that it should be raised at least to 1 : 10. This request for an increase in the number of posts of Chief Pharmacists will have to be examined in detail with reference to the actual need for these higher posts and the importance of the institutions in which they are to be employed. We do not, therefore, recommend that any definite percentage of posts should be upgraded, but would like to stress all the same that ratio of higher to lower posts is obviously too low, and that it may be suitably raised so as to improve the prospects of promotion for the Pharmacists.

67. We shall now examine the scales of pay of some of the posts of Dark Room Assistants. There are 30 posts of Dark Room Assistants, who are responsible for the proper developing, fixing and washing of the films. The Director of Medical Services has represented that it is difficult to secure trained persons for filling these posts due to the low scales of pay. The basic educational qualification for admission to the training course of six months prescribed for the category is S.S.L.C. We consider that the difficulty in getting trained hands may be largely due to the low stipend paid during the training. The trainees may therefore be allowed the minimum pay of the post instead of stipend as at present. Keeping in view the need for some measure of improvement in the present scale of pay, we recommend a scale of Rs. 90—3—105—4—125 for the posts of Dark Room Assistants. The X-Ray Technicians' Association has requested that some posts of Radiographers should be reserved for promotees from among Dark Room Assistants. We, however, find that even now the rules of recruitment for Radiographers provide for such promotion.

68. There are now two grades of Radiographers—Radiographers, Grade II, on Rs. 45—3—60—1—80 and Grade I, on Rs. 70—5—100. As there are only three posts in Grade II, we consider that the existing two grades of Radiographers may well be merged and placed on an unified scale of pay. The duties of Radiographers are arduous and they also undergo a special course of training. As they have normally no chances of promotion to higher posts, a long time-scale providing for a higher maximum pay will be appropriate. We, therefore, recommend a revised scale of Rs. 100—5—200 for the combined category of Radiographers.

69. Above the Radiographers, there are two posts of Chief Radiographers. They attend to the maintenance of X-Ray and Electro-metal apparatus in the Barnard Institute of Radiology. They also attend to the servicing of X-Ray apparatus in the city and medical institutions in the mufassal. Having regard to the duties attached to the posts, we recommend a revised scale of Rs. 250—15—400 for them.

70. There are also a few posts of Electricians in charge of the electric apparatus used in hospitals. The Director of Medical Services has represented that there is considerable difficulty in filling up these posts on the present scales of pay. At present there are two grades of Electricians—Grade I on Rs. 70—3—100 and Grade II on Rs. 35—2—55—1—60. A diploma in Electrical Engineering and practical experience for a period of not less than one year have been prescribed for Grade I posts and a pass in the Electrical Wing examination of the Central Polytechnic has been prescribed for Grade II. Having regard to the qualifications prescribed for these posts, we recommend a scale of Rs. 125—3—140—5—150, for Electricians, Grade I, and Rs. 80—2—100 for Grade II, posts.

71. We shall now consider the scales of pay of a category called Hospital Social Workers. These are now in three grades, Rs. 85—5—150, Rs. 70—3—100 and Rs. 60—3—120. They work in the Venereal Diseases Department and are now on the same scale of pay as either Nurses or Health Visitors. But, in view of the vast difference in the qualification and the duties and responsibilities attached to these posts we do not consider it necessary to continue in their case parity with Nurses and Health Visitors. So we recommend a revised scale of Rs. 125—5—175 for Hospital Social Workers now on Rs. 85—5—150. The two lower categories of Social Workers on Rs. 70—3—100 and Rs. 60—3—120 may be combined into a single grade and allowed a scale of Rs. 100—5—150.

72. We now turn to an examination of the scale of pay of the Drug Inspectors. They enforce the provisions of the Drugs Act and the Madras Drugs Rules, 1955, and to this end inspect all establishments licensed for the manufacture as well as sale of drugs within the area assigned to them. They take samples of drugs manufactured and send them for analysis to the Government Analyst. They investigate cases of contraventions of the Drugs Act and Rules and launch prosecutions, if necessary. The Director of Medical Services has reported that there is considerable difficulty in getting suitable candidates for these posts, as there is keen demand for Pharmacy graduates in the growing pharmaceutical industry in the private sector. The Drug Inspectors are now on a scale of Rs. 125—10—225 and have no scope for further promotion. In view of the responsibilities attached to these posts, and in order to provide a satisfactory career for qualified personnel entering the department, we recommend that out of the existing 11 posts of Drug Inspectors, two posts may be placed in a new Grade I and the remaining 9 posts may be put on Grade II. The Grade I posts may be

allotted to large towns or cities where there is a great concentration of drug manufacturing and selling concerns and depots. For Drug Inspectors, Grade II, we recommend a revised scale of Rs. 175—10—225—15—375 and for Grade I, a scale of Rs. 300—15—450—25—500.

73. We now consider the scales of pay of a few remaining miscellaneous posts. First, there are some posts of House-Keepers, who are employed in Nurses' Quarters. They maintain attendance registers for the servants employed in the Nurses' Quarters, and supervise their work. They receive the rations issued for the Nurses' mess and keep accounts for them. They are now in three grades, Grade I on Rs. 90—3—120, Grade II on Rs. 70—1—90 and Grade III on Rs. 45—1—70. As there are only four posts in Grades I and II, we recommend that the existing Grades I and II may be combined into a single grade and designated as House-Keepers, Grade I, on a revised scale of Rs. 100—5—150. The existing posts of House-Keepers in Grade III may be re-designated as House-Keepers, Grade II, on a revised scale of Rs. 90—3—105—4—125.

74. There are a few posts of Assistant Overseers and Overseers in the King Institute. The rules of recruitment to these posts provide that retired officers of the defence services shall ordinarily be preferred for these posts. We do not find any compelling reasons for preferring retired army personnel for these posts and suggest that these posts may be thrown open to all persons who are otherwise fit. As regards scales of pay, we recommend a revised scale of Rs. 90—4—110—3—140 for the Assistant Overseer and Rs. 150—5—200 for the Overseer in the King Institute.

75. There are three posts of Statisticians on a scale of Rs. 140—5—190 for which the Director has had some difficulties in securing suitable persons. We propose for them the same revised scale as Statistical Inspectors. At present only candidates possessing a degree of M.A. or B.A. (Hons.) in Mathematics with Statistics as special subject, or M.A. or B.A. (Hons.) in Mathematics and Diploma of Economics with Statistics as part of the course for Diploma, or B.A. (Hons.) or B.Sc. (Hons.) in Statistics are eligible for appointment to these posts. We consider that the difficulty in filling up these posts is mainly due to the high qualifications prescribed for them. We feel that the duties attached to these posts can very well be performed by ordinary pass graduates with Statistics as their special subject. The Director of Medical Services was also agreeable to this suggestion. We recommend that the rules relating to the educational qualifications for these posts may be revised accordingly.

76. There are a large number of posts like Cooks, Butlers, Cleaners, Attendants, etc., on different scales of pay, corresponding more or less to that of Attenders. For all these posts, we recommend a revised scale of Rs. 55—1—70 same as that proposed for Attenders.

77. Lastly we find that there are a very large number of posts comparable to Last Grade servants like Toties, Carpenter Boys, Cleaners, Sweepers, Gardeners, Cook Matty, Table Matty, Watchmen, Watermen, Waterwomen, etc., on scales of pay ranging from Rs. 15—20 to Rs. 20—30. We recommend that the scale of pay proposed for the Last Grade Servants, viz., Rs. 50—1—60 may be adopted for all these posts. Besides these posts on incremental scales, there are also some posts on fixed rates of pay. But most of them are part-time posts and consistent with our general principles, we do not recommend any change in emoluments for such part-time posts on fixed pay.

78. In regard to other isolated posts of minor importance we have indicated the revised scales of pay in Part IV.

79. We shall next deal with the posts in the College and Hospital of Integrated Medicine. These institutions are intended to provide such training to their alumni as will enable them to become competent practitioners of indigenous systems of medicine—Ayurveda, Siddha or Unani—as well as of the modern system of medicine.

80. The important categories of staff employed in these institutions and their present scales of pay are set out in the table below :—

Serial number and designation.						Scale of pay.				Number of posts.
(1)						(2)				(3)
						RS.				
<i>Teaching.</i>										
1	Demonstrators	..	..	..	..	70—5—100	..	..	..	..
2	Tutors	..	..	..	..	75—10/2—125	..	..	..	6
3	Physical Directors	..	..	..	..	80—5—120—10—170	..	..	..	Number of posts included under Medical Colleges.

Serial number and designation.	Scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
Teaching—cont.		
4 Pandits (Ayurveda, Siddha and Unani)	85—5—125—10—175	3
5 Assistant Lecturers	100—5—200 .. .. .	..
6 Assistant Lecturer, Organic Chemistry	150—5—200—10—250	1
7 Lecturers, Grade III	140—5—180—10—250	(Since abolished.)
8 Lecturers, Grade II	150—25/2—250	14
9 Lecturers, Grade I	250—30/2—400	10
10 Research Assistants	250 (Fixed) .. .. .	..
11 Research Officers	500 (Fixed)	3
12 Vice-Principal	350—50/2—650	1
Nursing.		
13 Maternity Assistants	40—3—55—1—70	(Number of posts included in the Medical Subordinate Service.)
14 Nurses (Male and Female)	85—5—150	
15 Sister	150—5—200	
General.		
16 Pharmacy Attendants	18—1—25	3
17 Nursing Orderlies, Grade II	19—1—25	(Number of posts included in the Medical Subordinate Service.)
18 Nursing Orderlies, Grade I	24—1—35	
19 Laboratory Attendants, Grade II	18—1—25	
20 Laboratory Attendants, Grade I	25—1—40	3
21 Masseur	25—1—40 .. .. .	..
22 Pharmacists (I.M.)	40—1—55	10
23 Pharmacists	45—2—55—1—75	2
24 Compounders (Government Ayurvedic Dispensary, Pudukottai).	35—1—50 .. .. .	..
25 Pharmacy Supervisors	40—2—60—1—65	3
26 Artist Draughtsman	70—5—100 .. .. .	..
27 Medical Officer, Government Ayurvedic Dispensary, Pudukottai.	100—5—200	1
28 Assistant Herbarium Superintendent	100—5—140—10—220	(Since abolished.)
29 Superintendent, Medicinal Farm	250—30/2—400	1

Of the above staff, categories 13, 14, 15, 17 and 18 are common to the Medical Department, Modern Medicine Branch, and our recommendations therefor will apply to these posts.

81. The Indigenous Medical Staff Association of the College and Hospital of Integrated Medicine has invited our attention to the scales of pay of comparable posts in Kerala and Andhra States and in certain institutions in Jam Nagar and the Banaras Hindu University and has pleaded for parity with those scales of pay. We have elsewhere set out our reasons for not conceding full parity for any grades of employees with Central scales of pay. Likewise the scales of pay in force for comparable grades in other State Governments have to be adapted with reference to the local needs and circumstances.

82. The Director of Medical Services has represented to us that it has been difficult to secure qualified personnel for some of the posts in the College of Integrated Medicine. This is certainly a factor to be taken into account in proposing enhanced scales of pay for the teaching staff. But we are not sure whether the difficulties in recruitment are due to inadequate scales of pay or to an absolute shortage of personnel with the qualifications prescribed. We consider that a scientific pay structure for the teaching posts in the College of Integrated Medicine can be evolved only in the light of an expert evaluation of the merits and attainments of the teaching personnel qualified in indigenous systems of medicine as compared with those qualified in modern medicine. It is not possible for the Commission

as constituted to make such an evaluation and we have therefore perforce to suggest revised scales of pay on an admittedly *ad hoc* basis keeping in view the difficulties pointed out by the Director of Medical Services in regard to recruitment and the order of increase proposed for comparable grades in other departments.

83. Demonstrators, the lowest category of teaching staff, are now on a scale of pay of Rs. 70—5—100. We recommend a revised scale of pay of Rs. 100—5—150 for them.

84. For the next higher category of Tutors, who are now on Rs. 75—10/2—125, a revised scale of Rs. 125—5—175 will be appropriate.

85. The next higher category is that of Pandits on Rs. 85—175. The Director of Medical Services has reported that there is difficulty in securing qualified Pandits in Ayurveda, Siddha and Unani. These posts are now on the same scale as Pandits, Grade I, in the Education Department and we therefore recommend a revised scale of Rs. 140—5—180—10—250 for these posts. The considerable improvement in the emoluments now suggested should to a certain extent ease the difficulties in securing qualified staff.

86. The next higher category is that of Assistant Lecturers on a scale of Rs. 100—5—200. We understand that the incumbents of these posts have very limited opportunities for promotion. Keeping this in view, we recommend a revised scale of Rs. 150—5—175—10—225—15—300 for this category.

87. Above the Assistant Lecturers are Lecturers in Integrated Medicine, who handle classes for G.C.I.Ms. and also for Compounders in Integrated Medicine. They also attend to routine hospital work. Formerly there were three grades of Lecturers—Grade III on Rs. 140—5—180—10—250, Grade II on Rs. 150—25/2—250 and Grade I on Rs. 250—30/2—400. It is understood that the category of Lecturers, Grade III, has been abolished and that there are only two grades now. We recommend a revised scale of Rs. 225—15—375 for Lecturers, Grade II. This scale no doubt overlaps that of Assistant Lecturers but such is the case even at present. For Lecturers, Grade I, we feel that a revised scale of Rs. 300—15—450—25—575 will be fair.

88. There are a few posts of Research Assistants and Research Officers on fixed pay. We suggest a revised fixed pay of Rs. 300 for Research Assistants and Rs. 575 for Research Officers thus providing for a merger of dearness allowance with their present fixed pay.

89. The post of Vice-Principal of the College of Integrated Medicine, which we understand is likely to be abolished, is now on an odd scale. Pending abolition of the post, we recommend a revised scale of Rs. 375—25—800 for this post.

90. The teaching staff in modern medicine and other posts such as those of Maternity Assistants, Nurses are on the same scale as similar posts in the other branches of the Medical Department and do not therefore call for any special recommendations.

91. There are 10 posts of Pharmacists in Integrated Medicine on Rs. 40—1—55 and two posts of Pharmacists on Rs. 45—2—55—1—75. We recommend a revised scale of Rs. 70—2—100 for the lower grade of Pharmacists and Rs. 80—3—110 for the higher grade of Pharmacists.

92. There is another category of Pharmacy Supervisor on a scale intermediate between those of the two grades of Pharmacists. In the interests of rationalisation, we suggest that the post of Pharmacy Supervisor may be equated with that of the Pharmacists in the higher grade and allowed a revised scale of Rs. 80—3—110.

CHAPTER XXXII.

PUBLIC HEALTH DEPARTMENT.

1. The Public Health Department attends to the preventive aspects of diseases including environmental hygiene in all its aspects. The more important activities of the Public Health Department include the control of epidemic and endemic diseases, preventive inoculations, sanitation, registration and compilation of vital statistics, maternity and child welfare, nutrition and food supply and improvement of urban and rural water-supply and drainage.

2. This department is under the administrative control of the Director of Public Health, who is also the adviser to Government on all matters relating to Public Health. The following table shows the existing strength and the scales of pay allowed to the several categories of staff in the department :—

Serial number and designation.	Scale of pay.	Number of posts.
(1)	(2) RS.	(3)
<i>I. Posts in common with other departments.</i>		
1 Peons	18—1—25	276
2 Attenders	24—1—35	8
3 Drivers	35—1—45	41
4 Driver	40—1—50	1
5 Drivers	45—1—55	4
6 Typists including Steno-typists	45—3—60—2—90 plus special pay.	63
7 Lower Division Clerks	45—3—60—2—90	89
8 Upper Division Clerks	80—5—110	52
9 Junior Superintendents	140—5—190	12
Accountants	140—5—190	13
10 Senior Superintendents	190—10—240	4
11 Draughtsman	70—2—90—3—120	1
12 Cinema Operators	80—2—100	4
13 Artist	80—3—95—5—110	1
14 Artist and Photographer	90—3—120	1
15 Malaria Engineer	260—500	2
16 P.H. Assistant Engineer		

II. Posts special to the department.

(A) Non-Gazetted categories.

17 Ayahs	12—1—16	624
18 Maistris	20—1—30	8
19 Laboratory Attendants (Nutrition)	24—1—32— $\frac{1}{2}$ —35	2
20 Trained Attenders (Research)	25—2—45	2
21 Field Assistants	25—2—45	144
22 Fitters	30—1—45	2
23 Laboratory Attender (Research)	35—2—55	1
24 Laboratory Attender (Plague)	35—2—55	1
25 Laboratory Assistants (Nutrition)	35—2—55	3
26 Laboratory Assistants (Malaria)	40—2—60	44
27 Maternity Assistants	40—3—55—1—70	734
28 Health Assistants	45—2—55—1—75	30
29 Driver-Mechanic	45—3—75	{ 1 1
30 Technician		
31 Technician (Nutrition)	50—5—100	1
32 Health Inspectors (Ordinary Grade)	60—3—90—4—130	693
33 Health Inspectors (Selection Grade)	140—5—190	50
34 Health Visitors (Backward area Scheme)	70—3—130	23
35 Health Visitors (Other Schemes)	85—5—150	110
36 Technician	80—2—100	1
37 Librarian	90—5—125—10—175	1
38 Entomological Assistants	100—10—180	46
39 Chemical Assistant	100—8—140—10—200	1
40 Statistical Assistants	140—5—190	2
41 Women Medical Officer	250—15—400	1
42 Resident Matron	165—10/2—175—15/2—205	1
43 Public Health Nurses	165—10/2—175—15/2—205	3

Serial number and designation.	Scale of pay.	Number of posts.
(1)	(2) RS.	(3)
II. Posts special to the department—cont.		
(B) Gazetted categories.		
44 Health Officers	160—20/2—200—25/2—450—50/2 600 (Medical graduates to start on Rs. 250).	108
45 Supervisory Unit Officers of the grade of Health Officers.	160—600	8
46 Medical Officers (School Milk Feeding Programme).	200—25/2—400	3
47 Medical Officer (M. & C.H.), Grade I, Poona-mallee Health Unit.		1
48 Medical Officer, Government Training School for Health Visitors.		1
49 Publicity Officers (B.C.G.)	200—25/2—400	2
50 Statistician	230—30/2—380—40/2—500	1
51 Research Aide-Research-cum-Action Project.	230—30/2—380—40/2—500	1
52 Senior Entomologists	250—25/2—400	22
53 Unit Officers		
54 Chief Entomologist	300—50/2—700	1
55 Non-Technical Gazetted Assistant	250—25/2—400	1
56 Manager	275—25/2—350	1
57 Assistant Director of Public Health	600—100/2—1,000	8
58 Special Supervisory Unit Officers		2
59 Research Analyst, Research-cum-Action Project.		1
60 Officer-in-charge (Orientation Training Centre).	800—100/2—1,100	1
61 State Malaria Officer	900—75—1,200	1
62 Director of Public Health	1,300—100/2—1,500	1
III. Posts on Travancore-Cochin scale of pay.		
63 Field Assistants	40—3—55—4—75—5—100	6
64 Health Assistants	40—3—55—4—75—5—120	33
65 Sanitary Inspectors	40—3—55—4—75—5—120	9

3. Of the above categories of staff, categories 1 to 16 are common to other departments and our recommendations therefor will be found elsewhere. The posts on Travancore-Cochin scales of pay have been dealt with under the chapter relating to the personnel of Kanyakumari district. The revision of scales of pay of the more important among the remaining categories are considered below.

4. *Ayaks*.—The Ayaks form numerically a large category in the Public Health Department. They assist in the maternity and child welfare work. Though they are now on a lower scale of pay than the last grade servants, we recommend a revised scale of Rs. 50—1—60 for them consistent with our views in regard to the minimum remuneration of full-time Government employees.

5. *Maistris*.—The next important category is that of Maistris. They supervise the work of Mazdoors engaged on the spraying of D.D.T. and other insecticides. They are now on a scale of intermediate between those of Peons and Attenders. In the interest of rationalisation we recommend for them a scale of Rs. 55—1—70.

6. *Field Assistants*.—Another category in the lower ranks of executive staff in this department is that of Field Assistants. They are in charge of field work relating to the control of Malaria, Filariasis and other insect-borne diseases. The basic educational qualification prescribed for this category is the same as that of Attenders; but they have to undergo training for a period of one month and their work is also of an executive nature. They are, therefore, entitled to a slightly better scale of pay than Attenders and we therefore recommend a revised scale of Rs. 55—1—60—2—80 for these posts.

7. *Laboratory Assistants*.—The next higher category is that of Laboratory Assistants, who are now on two scales of pay—Laboratory Assistants (Malaria) being on Rs. 40—2—60 and Laboratory Assistants (Nutrition) being on Rs. 35—2—55. We understand from the Director of Public Health that the duties attached to these posts are more or less identical

and that a uniform scale of pay may be prescribed for these posts. The Laboratory Assistants are completed S.S.L.Cs., and in addition they have to undergo training for a period of three months. Having regard to the qualification and the duties prescribed for these posts, we recommend a common scale of Rs. 70—2—100 for the Laboratory Assistants (Malaria) as well as Laboratory Assistants (Nutrition).

8. *Maternity Assistants.*—We next consider the scale of pay of Maternity Assistants, a large group of employees who are in charge of maternity and child welfare centres. The candidates for recruitment to these posts should be able to read and write the language of the district concerned and they should have also undergone a special course of training for 12 months in an approved institution. We understand that there are some difficulties in maintaining all the maternity centres opened during the plan period at their full strength and it has been urged that the scale of pay should be rendered sufficiently attractive for women to come forward in larger numbers to take up this profession. We accordingly propose a revised scale of pay of Rs. 80—3—110—2—120 for these posts.

9. *Health Assistants.*—The majority of Health Assistants are under the District Boards and Municipalities. We understand that most of the Health Assistants now in service under Government and Local Bodies do not possess the minimum general educational qualification. We, therefore, consider that a revised scale of Rs. 90—3—105—4—125 will be adequate.

10. *Health Inspectors.*—Among the non-gazetted executive staff of the department the most important are the Health Inspectors. They examine and verify village vital statistics, study the sanitary conditions in villages visited by them and submit proposals for their improvement, supervise sanitary arrangements at fairs and festivals, and take all the required measures of control at times of epidemics. They are organized into two grades—an ordinary grade on Rs. 60—130 and a selection grade on Rs. 140—5—190. The State Health Inspectors' Association has requested that one-third of the total number of posts of Health Inspectors should be placed in the selection grade as a means of providing a reasonably satisfactory career for this class of employees. The Association has also proposed a revised scale of Rs. 250—15—400 for Health Inspectors, Grade I, and Rs. 150—10—250 for Health Inspectors, Grade II. We find that the Government have only recently increased strength of selection grade from 7½ per cent to 10 per cent of the total number of posts of Health Inspectors. We do not, therefore, recommend any further immediate increase in the number of selection grade posts. As regards scales of pay, having regard to their general educational qualification and the special course of training undergone by them, we proposed a revised scale of Rs. 100—5—200 for Health Inspectors, ordinary grade, and Rs. 200—10—300 for selection grade posts.

11. In the course of our discussions with the Health Inspectors' Association we understood that under the present arrangements for the recruitment of Health Inspectors even candidates with minimum general educational qualifications who have undergone one year's training in medical colleges, have often to secure appointment first as Health Assistants (previous known as Vaccinators) on a low scale of pay before they eventually secure selection as Health Inspectors. We feel that a better class of candidates can be secured for the posts of Health Inspectors if the present methods of recruitment are changed slightly. We consider that on the basis of the existing strength of Health Inspector's cadre, a definite annual rate of recruitment of Health Inspectors may be fixed, and that candidates with minimum general educational qualification who have undergone the special course of training for one year in the Medical Colleges may be recruited as "Probationary Health Inspectors". These Probationary Health Inspectors, may, after recruitment, be seconded to Local Bodies for acquiring field experience as Health Assistants on the minimum of the scale of pay of Health Inspectors and on satisfactory completion of such period of training, say, one year, as may be fixed and also on the passing of such departmental tests as may be laid down, they may be posted to regular Health Inspectors' charges. We also urge that only a considerably smaller proportion of vacancies in the cadre of Health Inspectors than at present, need in these circumstances be filled by promotion from among Health Assistants who are working under Government and Local Bodies.

12. *Health Visitors.*—We shall now consider the scales of pay of an allied category, viz., that of Health Visitors. The posts of Health Visitors are filled by women and the qualification laid down for these posts is S.S.L.C. followed by a special course of training. We understand that women are not coming forward in sufficiently large numbers to take up these posts which involve intensive touring in rural areas where even essential amenities are lacking. The Health Visitors employed in C.D. Schemes are now allowed a scale of Rs. 85—5—150 and Health Visitors in other areas allowed Rs. 70—3—130. We consider that this distinction is indefensible and should be removed. We accordingly recommend a revised scale of Rs. 125—5—200 for the Health Visitors in Community Development as well as in other areas. The initial pay proposed for Health Visitors is no doubt higher than that of Health Inspectors but this is the case even now

13. *Entomological Assistants*.—The next important category is that of Entomological Assistants. These are scientific posts. The Entomological Assistants attend to research work in regard to public health problems including eradication of malaria, sand flies, etc. Having regard to the duties attached to these posts, we recommend a revised scale of Rs. 150—5—175—10—225—15—300 for them.

14. *Women Medical Officer (Orientation Training Centre)*.—The post of Women Medical Officer (Orientation Training Centre) is now on a scale of pay of Rs. 250—15—400 and it is classified as non-gazetted post. The qualification prescribed for this post being the same as that of Assistant Surgeons, we recommend a revised scale of Rs. 300—15—450—25—575 for this post.

15. *Resident Matron : Public Health Nurses*.—The posts of Resident Matron and Public Health Nurses are now on the same scale of pay as that of Nursing Superintendents, Grade III, in the Medical Department. The duties and responsibilities attached to these posts are also comparable. We, therefore, recommend a revised scale of Rs. 225—10—275—15—350 (the same as that for the corresponding grade of Nursing Superintendents in the Medical Department) for these posts.

16. *Health Officers*.—We shall now consider the scale of pay of Health Officers who form the pivot of the Madras Public Health Service. The Health Officer is in charge of the maintenance of public health in the area placed in his charge. It is his duty to evolve a planned campaign for the control of epidemics and endemics and for the improvement of sanitation in his division. This is a category in which there has been pronounced shortage of qualified personnel in recent years necessitating re-employment of superannuated officers on a large scale. We understand from the Director of Public Health that there are as many as 69 vacancies in the present cadre of 108 Health Officers. The Director of Public Health as well as the Director of Medical Services strongly urged before us that only an appreciable improvement in the present scale of emoluments of Health Officers can remedy the present state of affairs. The Madras State Health Officers' Association has also drawn our attention to the special disabilities of Health Officers as compared with officers in the Medical Department, and has urged that Health Officers should be given the same scale of pay as Civil Surgeons. They have also suggested that a selection grade of Health Officers should be created on a scale intermediate between those of Health Officers and Assistant Directors of Public Health.

17. There were previously two classes of Health Officers of which one was gazetted and the other non-gazetted. In 1949, the posts of II Class Health Officers were also made gazetted and later in 1956, the two classes of Health Officers were unified into a single cadre on a scale of Rs. 160—600, medical graduates being allowed a higher initial pay of Rs. 250. Even with these changes the difficulties in the recruitment of qualified persons to these posts have not been overcome.

18. We have held extensive discussions with the Director of Public Health and the Director of Medical Services on the lines on which the present unsatisfactory position in respect of recruitment of Health Officers can be remedied. The current difficulties in recruitment of Health Officers are partly due to the general paucity of medical personnel in relation to the needs of the community. But these difficulties which are common to the Medical and Public Health Departments are further aggravated in respect of recruitment to the Health Department, because there is a complete ban on private practice for Health Officers, while most of the staff of the Medical Department have been allowed consultation practice. Further, the Health Officers' duties involve intensive touring in rural areas; they also entail working in close co-operation with local bodies under conditions to which not all medical men may be suited by temperament and training. These special aspects of the work of Health Officers should, in our view, be recognized in the form of a suitable differential in emoluments between Civil Assistant Surgeons and Health Officers. In the light of our discussions with the Director of Medical Services and Director of Public Health we consider that a difference of Rs. 150 in the initial emoluments of a Civil Assistant Surgeon and Health Officer will be fair and adequate. Apart from the higher initial pay, medical men entering the Health Department should be assured of a career comparable to that in the Medical Department. To this end, the maximum pay of District Health Officers should be fixed at Rs. 150 above that of the selection grade Civil Assistant Surgeons a grade to which a Civil Assistant Surgeon can reasonably hope to secure promotion, even if his chances of promotion to the rank of Civil Surgeon are remote. Keeping these considerations in view, we recommend a revised scale of pay of Rs. 450—25—800 for Health Officer. We are aware that the revised scale of pay proposed by us for Health Officers represents a very substantial improvement on their present scale. But such a substantial increase has been deliberately proposed, as the present scale of pay is unrealistic, and it has not been possible to make virtually any recruitment to this grade on this scale of pay in recent years.

19. Even with the increased scale of pay now proposed, we consider that the difficulties in filling up the posts of District Health Officers will still remain, unless the Government frame a policy under which there is combined and co-ordinated recruitment to the cadres of Civil Assistant Surgeons and Health Officers. In such a combined scheme of recruitment the candidates may be given the option to elect for the Medical Department or the Public Health Department. Medical graduates opting for Health Department should be deputed at Government cost to the one year course leading to the degree of B.S.Sc. We also suggest that such an option may be given to Civil Assistant Surgeons already in service who have put in less than two years of service. Such Civil Assistant Surgeons may also be deputed at Government cost for the B.S.Sc. Course and on such training may be posted as Health Officers. If however, all the existing vacancies are filled with fresh medical graduates or with Civil Assistant Surgeons who have put in less than two years of service, there will be a serious imbalance in the age composition of the cadre of Health Officers. There will be a preponderance of young men in the cadre and this will lead to difficulties later on in respect of promotion. A suggestion has been made to us that in order to overcome these difficulties, a certain proportion of the existing vacancies in the cadres of Health Officers may also be filled by Senior Civil Assistant Surgeons in different age brackets. We commend this suggestion as a purely transitional measure but would like to emphasise that in implementing the suggestion care should be taken to protect the legitimate claims of the Health Officers already in service. Such Senior Civil Assistant Surgeons, on being posted as Health Officers, may be fitted in the revised scale proposed by us for the Health Officers at a stage which would assure them an increase of Rs. 150 over what they would have drawn as Civil Assistant Surgeons. In computing the number of vacancies in the cadre of Health Officers, the posts held by superannuated officers may also be taken into account. We feel that unless a satisfactory scheme of recruitment of Health Officers on the lines indicated above is drawn up, the improved scale of pay may not by itself yield the expected results.

20. We understand that the Director of Public Health had suggested to Government that a certain percentage of posts of Health Officers may also be filled by G.C.I.M. candidates. We see no objection to this but suggest that such candidates may be placed on an appropriate lower scale of pay. G.C.I.Ms. are not eligible, under the present rules, for admission to the B.S.Sc. Course, but we feel that this is not an insurmountable difficulty as a departmental course of training more or less on the lines of the B.S.Sc. Course could be organised for G.C.I.Ms.

21. We understand that as part of the scheme of re-organisation of Medical and Public Health Departments, it was proposed last year that there should be a Health Officer for each Revenue Division, and that such officers, besides exercising supervision over the Primary Health Centres, should also be in charge of minor municipal and panchayat areas. It was also then proposed that a new cadre of selection grade Health Officers should be created to be in charge of the work at the district level and to exercise supervision over the Divisional Health Officers of Primary Health Centres. The emoluments of Health Officers have now been appreciably raised, and the creation of a selection grade of Health Officers on a still higher scale of pay will render the whole service too costly. We suggest therefore that the proposals may be dropped.

22. At present there are forty-six Municipal Health Officers, and twenty-two District Health Officers. While Municipal Health Officers have jurisdiction over a compact area, the territorial jurisdiction of District Health Officers is large and perhaps unmanageable. The suggestion for pooling the existing posts of Municipal Health Officers and District Health Officers and confining their jurisdiction to a Revenue Division will no doubt be an improvement on the present situation. But the same object could be achieved by suitably increasing the posts of District Health Officers; this will also cause the least disturbance to the existing arrangements under which there is clear demarcation between municipal and rural areas.

23. Even from the point of view of ensuring adequate supervision over Primary Health Centres there should be no need for an officer of a higher grade than a Health Officer at district level. We have suggested that a proportion of the vacancies in the posts of Health Officers should be filled by Senior Civil Assistant Surgeons. If such Senior Civil Assistant Surgeons are posted to district charges and junior Health Officers are posted to municipalities, the work of supervision over Primary Health Centres could be entrusted to District Health Officer without wounding the '*amour propre*' of the medical officers in charge of Primary Health Centres.

24. *Medical Officers.*—There are five posts of Medical Officers in the Department—three in charge of School Milk Feeding Programme and one each in charge of the Health Centres in the Poonamallee Health Unit and the Government Training School for Health Visitors. These posts are now on the same scale as that of Civil Assistant Surgeons and we, therefore, recommend a revised scale of Rs. 300—15—450—25—575 for these posts.

25. *Publicity Officers*.—There are also two posts of Publicity Officers on Rs. 200—25/2—400. They have been sanctioned for propaganda work relating to the B.C.G. Campaign. Their present scale of pay is the same as that of Civil Assistant Surgeons. But these posts are held by non-medical men and we do not therefore consider it necessary to allow them the revised scale of pay of the Civil Assistant Surgeons. The considerations which weighed with us in proposing an appreciable increase in the emoluments of medical personnel do not apply to these non-technical posts. We feel that a scale of Rs. 250—15—400—25—500 will be adequate for these posts.

26. *Senior Entomologists*.—For the twenty-two posts of Senior Entomologists now on Rs. 250—25/2—400, we consider that a revised scale of Rs. 300—15—450—25—500 will be appropriate in relation to their qualifications and responsibilities.

27. *Assistant Directors of Public Health*.—Above the District Health Officers are the Assistant Directors of Public Health. We have generally been chary of proposing any increase in the emoluments of posts at this level. But having regard to the improved scale of pay proposed for District Health Officers, we recommend a revised scale of Rs. 800—50—1,100 for Assistant Directors of Public Health which will be identical with that of the joint heads of Departments.

28. *Research Analyst (Research-cum-Action Project)*.—The posts of Research Analyst is now on the same scale as that of Assistant Director of Public Health. But the qualifications prescribed for these two categories are not however comparable. This post cannot in our view be classed as technical; it does not also carry the same administrative responsibilities as those of an Assistant Director of Public Health. We do not therefore consider it necessary to continue the present parity with Assistant Director's scale and recommend only a revised scale of Rs. 700—50—1,100.

29. *Officer-in-charge (Orientation Training Centre)*.—The post of Officer-in-charge (Orientation Training Centre) is on a special scale of pay higher than that of Assistant Director. We consider that the post may be placed on the same scale as that of Assistant Director of Public Health and the incumbent allowed in addition a special pay of Rs. 100 per mensem.

30. *State Malaria Officer*.—The State Malaria Officer is in charge of the Malaria Eradication Programme in the State. We are not in favour of retaining special scales of pay intermediate between those of the Head of the Department and the Joint Heads of Departments. Too much of differentiation among top posts in the department will not promote team work which is necessary at that level. We therefore consider that this post may be equated to that of Assistant Director of Public Health and a special pay of Rs. 100 allowed in addition. The existing incumbent may however be protected.

31. *Director of Public Health*.—The Director of Public Health is now on a lower scale of pay than the Director of Medical Services. We have not proposed any increase in emoluments for posts at this level. In the interests of rationalisation however we recommend a revised scale of Rs. 1,400—50—1,600 for the post.

32. We would in this connection like to make some observations on the question of integration of health and medical services which has come up for consideration by the State Government on a number of occasions in the past. The question assumed some importance and urgency a few years ago in view of the recommendations of the Health Survey and Development Committee (Bhore Committee) which suggested that the curative and preventive aspects of public health should be combined. This recommendation of the Bhore Committee was then examined by Government in detail and the view held was that it was undesirable to effect a complete amalgamation of Medical and Public Health personnel as recommended by the Committee and that it would suffice if arrangements were made for co-ordination of the activities of the two departments. In taking this view the Government were largely influenced by the considerations that the efficiency of the two departments would be affected if they were amalgamated, and that it was not feasible or desirable to make every doctor a "dual-purpose man". In 1957, the Government however felt that the question of integration of Medical and Public Health Departments should be further examined, and Sri T. N. S. Raghavan as Special Officer for Re-organisation accordingly examined this question. Sri Raghavan found that the proposal was not justified on grounds of economy and advised the Government that the question of combining the two departments might be considered only when the pressure of development work had abated. He however felt that if the existing districts were bifurcated, it might be possible to combine the posts of District Medical Officer and District Health Officer. Certain aspects of this question of integration of Public Health and Medical Departments again came up for consideration in September 1958, when the Director of Medical Services submitted certain proposals for ensuring supervision of the Primary Health Centres in rural areas. A suggestion was then made that the supervision of Primary Health Centres might be entrusted to the Public Health Department.

33. We have considered this question of integration of Medical and Public Health Departments from two points of view—(1) Is it necessary to provide for such integration with a view to ensure satisfactory arrangements for manning of the posts of Medical and Public Health Departments, and particularly of the posts in the Public Health Department in respect of which certain serious difficulties in recruitment have been noticed in recent years? (2) Is such integration necessary in the interests of the better co-ordination of medical relief in rural areas?

34. We indicate our conclusions briefly. If, as proposed by us earlier, the recruitment to the cadres of Civil Assistant Surgeons and Health Officers is co-ordinated and if a suitable differential in emoluments for Health Officers is provided for, there should be no serious difficulties in filling the posts of Health Officers. The improved scales of pay proposed by us for Health Officers and for higher posts in the Health Department should render a career in the Health Department more attractive than at present for medical men. From the limited point of view of overcoming the present difficulties in recruitment to the grade of Health Officers, therefore there are no special advantages to be gained by the integration of the two departments. On the other hand any such integration at this time, when the two departments are on the threshold of a further expansion of their activities, will have serious repercussions on efficiency. It is significant that Sri Raghavan had also concluded that the combination of the two departments could be thought of only after the pressure of development work had abated somewhat. We do not think that there is reason to expect any such abatement in the near future; on the other hand work in all Development Departments including Public Health and Medical Departments is likely to experience a considerable expansion during the third and subsequent Plans.

35. The question of integration of Public Health and Medical Departments assumes immediate importance only from the point of view of ensuring adequate arrangements for the supervision of the Primary Health Centres which have been set up in recent years in rural areas. In our view such supervision can be ensured if the District Health Officers are placed in supervisory charge of Primary Health Centres and it is not necessary for this purpose alone to integrate Public Health and Medical Departments. We are of the view that a medical officer in charge of a Primary Health Centre who functions also as the Health Officer of the Unit, could appropriately be under the control of a Health Officer both as regards his medical duties as well as his public health duties. The view of the Director of Medical Services is that there is no objection to this on technical grounds. The higher scales of pay we have proposed for the District Health Officers would remove any possible anomaly which might arise if the disparity in the salaries of District Health Officers and the Medical-cum-Health Officers of the Centre is not wide enough. Further we have suggested earlier in this chapter that a certain number of vacancies in the posts of Health Officers may be filled by senior Civil Assistant Surgeons drafted from the Medical Department, and if, as far as possible, in filling up district charges, in addition to the senior officers already in the department, preference is given to such Senior Civil Assistant Surgeons, the limited scheme of integration envisaged by us will get off to a good start.

CHAPTER XXXIII.

PUBLIC WORKS INCLUDING IRRIGATION AND HIGHWAYS DEPARTMENTS.

1. The works programmes of the Government are carried out largely under the technical control and direction of three Chief Engineers, the Chief Engineer for Irrigation, the Chief Engineer (General) and the Chief Engineer (Highways). There is also a special Chief Engineer for the Parambikulam Project. While the Irrigation and General Branches of the Public Works Department are integrated, with interchangeability of staff between the two, the Highways Department, under its Chief Engineer, is organized as a separate department. It is convenient, however, to consider the scales of pay of the Public Works as well as the Highways Departments together as they are organized on identical lines.

2. The number and scales of pay of the various posts in Public Works, Irrigation and Highways Departments are set out in the statement below :—

Serial number and name of the category.							Existing scale.				Number of posts.
(1)							(2)				(3)
							RS.				
1	Peons	..	..	..	..	..	18—1—25	..	..	..	1,838
2	Duffadars	..	..	..	..	..	22—1—30	..	..	..	2
3	Attenders	..	..	..	..	..	24—1—30	..	..	..	284
4	Copyist	..	..	..	..	..	24—1—35	..	..	..	1

Serial number and name of the category.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
5 Typists and Steno-typists	45-3-60-2-90	190
6 Lower Division Clerks	45-3-60-2-90	1,008
7 Store-keepers	45-3-60-2-90	4
8 Upper Division Clerks	80-125	758
9 Junior Superintendent, Circle Office Head Clerk, Store-keeper, Grade I.	140-5-190	30
10 Senior Superintendents	190-10-240	9
10-A. Audit Superintendents (Highways Department).	190-10-240-EB-15-300	2
11 Divisional Accountants	110-5-150-10-240-15-300	29
11-A. Divisional Accountants (Public Works Department).	130-10-250-EB-15-355	27
12 Circle Office Managers	170-10-220	11
13 Cleaner	15-1-25	1
14 Boring Mechanic	45-3-60-2-90	1
15 Laboratory Assistants	45-3-60-2-90	8
16 Time-keeper, Public Works Workshops	45-3-60-2-90	1
17 Turn Cock	17-1-25	1
18 Assistant Mechanic	40-3-70	1
19 Mechanic and Filter Operator	80-2-100	1
20 Technical Assistant	60-3-120	1
21 Sluice Superintendent, Thekkadi	90-3-120	1
22 Assistant Dam Superintendent	150-10-200	1
23 Dam Superintendent, Periyar	150-10-250	1
24 Assistant Stock Verifier	100-5-150-10-250	1
25 Science Assistants	100-5-150-10-250	3
26 Laboratory Assistant	100-5-150-10-250	1
27 Junior Research Assistants	150-10-250	9
28 Senior Laboratory Assistant	150-5-200-10-250	1
29 Chemistry Assistant	150-5-200-10-250	1
30 Mathematics Assistant	150-5-200-10-250	1
31 Senior Research Assistant	240-10-250	1
32 Laboratory Assistants, Grade II	24-1-35	2
33 Laboratory Assistants, Grade I	40-2-50	2
34 Laboratory Attender	25-1-40	1
35 Laboratory Attender	25-1-35	1
36 Land Rover Drivers	30-1-45	26
37 Bill Collector	30-2-50-1-55	1
38 Carpenter	40-1-50	1
39 Mechanic	40-2-50	1
40 Caretaker, Ootacamund	40-2-50-1-65	1
41 Maistry	40-2-50-1-65	1
41-A. Road Inspectors, Grade I	45-2-65	342
Road Inspectors, Grade II	35-1-45	1,606
42 Dam Superintendents	40-120	2
43 Surveyor	50-1-60	1
44 Foreman, Marina Gardens	50-3-80	1
45 Mechanic	50-3-80	1
46 Clerk Draughtsman	55-2-75-3-105	1
47 Conservancy Superintendent	60-3-90	1
48 Electrician	60-3-90	1
49 Filter Mechanics	70-3-100	3
50 Soil Feild Assistant	70-2-90-3-120	1
51 Superintendent, Marina Gardens	80-5-120	1
52 Artisan	90-3-105-5-120	1

Serial number and name of the category.	Existing scale.	Number of posts.
(1)	(2) RS.	(3)
53 Soil Research Assistant	90—5—180	1
54 Assistant Stock Verifiers	100—5—150	2
55 Irrigation Conservancy Subordinates and Telephone Gumasthas, Grade II.	24—1—30	185
56 Irrigation Conservancy Subordinates and Telephone Gumasthas, Grade I.	30—1—45	81
57 Lock and Wharf Superintendents	30—1—50	14
58 Blue Print Operators, Grade II	20—1—30	11
59 Blue Print Operator, Grade I	25—1—40	1
60 Tracers	35—1—55	174
61 Building Maistries, Grade III	35—1—55	12
Building Maistries, Grade II	40—2—50—1—65	7
Building Maistries, Grade I	70—2—90—3—120	4
62 Store-keepers, Grade III	60—4—100	19
Store-keepers, Grade II	100—5—150	5
Store-keeper, Grade I	150—10—250	1
63 Overseers	70—2—90—3—120	75
64 Draughtsmen, Grade III	70—2—90—3—120	445
Draughtsmen, Grade II	120—5—150	117
Draughtsmen, Grade I	150—5—180	27
65 Head Draughtsmen	200—10—250	7
66 Architectural Draughtsman (Junior)	150—5—200—10—250	1
67 Architectural Draughtsmen (Senior)	250—10—310—15—400	2
68 Personal Assistant to the Consulting Architect.	250—10—300	1
69 Radio Supervisors	80—5—200	63
70 Supervisors	100—250	571
71 Junior Engineers	150—10—250	1,143

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72 Chief Head Draughtsmen (Irrigation)	200—25/2—300	3
73 Physics and Soil Mechanics Officer	260—40/2—500—50/2—700	1
74 Assistant Radio Engineers	230—30/2—380—40/2—420	4
75 Assistant Engineers (Administrative, Executive) and Assistant Engineers (Technical, Research and Electrical).	260—30/2—380—40/2—500	467
76 Mechanical Expert	250—30/2—520—40/2—600	1
77 Assistant Consulting Architects	260—30/2—380—40/2—500—50/2—600	2
78 Inspectors of Boilers	280—30/2—520—40/2—600—50/2—700	4
79 Chief Inspector of Boilers	600—75/2—900	1
80 Executive Engineers (including Electrical Engineer).	500—50/2—850	98
80-A. Radio Engineer	500—50/2—850	1
81 Executive Engineers (Selection Grade)	800—100/2—1,000	8
82 Consulting Architect	700—100/2—1,000	1
83 Superintending Engineers	1,000—100/2—1,200	14
84 Sanitary Engineer	1,100—50/2—1,300	1
85 Chief Engineers	1,500—150/2—1,800	3
86 Administration Assistant	275—25/2—350	1
87 Administration Assistant and Non-Technical Personal Assistants.	350—30/2—410	3
88 Accounts Officer	500—35—850	1

Of the staff enumerated above, categories 1 to 10 are common to all departments and no special observations in regard to their scales of pay are necessary.

3. The various programmes of development which the Government have undertaken since independence, and in particular since the commencement of the First Five-Year Plan, have cast enormous responsibilities on the different categories of engineering personnel. During the same period there has been considerable increase in the requirements of engineering staff under the Government of India and in the private sector. The disparities in the scales of emoluments of the engineering personnel under the State Government on the one hand, and under the Government of India and the private sector on the other, have led to some serious difficulties in recruitment of suitable personnel to posts under the State Government. It has been urged before us that this shortage of engineering personnel and the present highly competitive market for their services should be recognised and higher emoluments assured to them. The contribution made by engineers to the prosperity of the State has also been referred to in support of the plea for a more attractive career for the engineering staff under the State Government. We recognise the force of these arguments and consider that the engineering staff should be assured of adequate emoluments consistent with the vastly improved prospects available to them in the private sector and under the Government of India. The higher scales of pay now being proposed by us, we feel, will ease the current difficulties in recruitment to technical posts at different levels. But increased emoluments will not alone solve the shortage of engineering talent in the country. The real remedy to the present situation is for the Government to assess correctly the requirements of engineering personnel, and have a programme of planned expansion of facilities for their training. The courses and programmes of training of the different classes of engineering personnel should also be dovetailed with the requirements of the State Government, the Government of India and the private sector. The absence of such a comprehensive programme for the expansion of training facilities will lead to a process of competitive bidding for the services of the limited personnel available in the course of which the remuneration of engineering staff will have to be pushed to levels which the State Government cannot afford, and which in any case will be seriously out of alignment with the emoluments of other personnel with comparable attainments and responsibilities.

4. We also feel that a pragmatic assessment should be made of the technical qualifications needed for the posts at each level, and an attempt should be made to place technical personnel in posts suited to their attainments. Care will have to be taken to ensure that highly qualified personnel are not wasted on comparatively unimportant posts in which full and continuous use cannot be made of their special qualifications. To illustrate, there are a little over 1,700 Section Officers' charges in the Public Works and Highways Departments; a fairly large proportion of which could in our view be competently filled by diploma holders. We, however, find that of these 1,700 sections, only about one-half are held by diploma holders and the rest by Junior Engineers. The proportion of diploma holders to engineering graduates in posts of Section Officers was even much less than this till very recently. We are not sure whether the shortage of technical personnel that has been experienced in recent years in the Public Works and Highways Departments could not have been met to some extent if recruitment of diploma holders had been made on a larger scale, and facilities for their training suitably augmented. We suggest that an attempt should be made to assess the work in each section, both in qualitative and quantitative terms, and the policy should be accepted of posting engineering graduates only to the more responsible charges. For instance, the posts of Extension Officers in blocks could, in view of the nature and scale of works in Community Development Blocks and the technical skill required for their supervision, be quite adequately filled by diploma holders and there may be no need to keep engineering graduates in such posts. While making these suggestions we are not influenced so much by considerations of economy, as by the wider consideration that, having regard to the nation-wide shortage of engineering personnel of higher qualifications, the best among them should not be wasted on posts where there will not be adequate scope for the free-play of their talents. We would therefore urge that Government should recognise that recruitment of higher qualified personnel such as engineering graduates should mainly be with a view to man the higher technical posts in the department and they should be posted to lower posts only for purposes of training.

5. Before considering the revised scales of pay of the different categories of engineering personnel it is convenient to deal with the scales of pay of some of the non-technical posts and also some ancillary categories of technical staff such as Draughtsmen, etc.

6. Among the non-technical staff, we first consider the case of Store-keepers, who are now organised in three grades, Grade III on Rs. 60—4—100, Grade II on Rs. 100—5—150 and Grade I on Rs. 150—10—250." We consider that these three grades of Store-keepers may be equated to Lower Division Clerks, Upper Division Clerks and Superintendents, respectively, so as to facilitate interchangeability of Store-keepers with ministerial staff. We, therefore, recommend the adoption of revised scales of pay

of Rs. 90—4—110—3—140 for Grade III, Rs. 125—5—175 for Grade II and Rs. 180—5—200—10—300 for Grade I. As Store-keepers are in charge of valuable Government property, we also suggest that in recognition of their responsibilities they may be given in addition a special pay of Rs. 10 for Grades II and III, and Rs. 15 for Grade I.

7. The Divisional Accountants play an important part in the scheme of financial administration in the Public Works and Highways Departments. The posts of Divisional Accountants in the Public Works Department are filled by Accountants from the Accountant-General's Office, while the Divisional Accountants in the Highways Department are all employees of the State Government and form a separate cadre. The Divisional Accountants drawn from the Accountant-General's Office will have to be given the revised scales that may be fixed by the Government of India in pursuance of the recommendations of the Second Central Pay Commission and we are not therefore making any recommendations in regard to them. The Divisional Accountants of the Highways Department are now on a scale of Rs. 110—5—150—10—240—EB—15—300. Their initial pay is more or less identical with that of Taluk Head Accountants, while their maximum corresponds to that of Assistant Treasury Officers and District Inspectors of Local Fund Audit. Having regard to the revised scales of pay proposed for these categories, we recommend for the Divisional Accountants a revised scale of Rs. 150—10—250—15—400.

8. We feel that the present distinction in the mode of recruitment to the posts of Divisional Accountants in Public Works and Highways Departments should be removed at an early date. An attempt should be made to secure the personnel for posts of Divisional Accountants in Public Works Department from among employees of the State Government and for this purpose suitable courses of training should be organised for them. The question of including the posts of Divisional Accountants in both Public Works Department and Highways Department in the proposed State Audit and Accounts Services may also be considered by the Government.

9. There is also a category of Audit Superintendents in the Highways Department now on a scale of Rs. 190—10—240—15—300. As their present scale coincides with the higher slab of the scale of Divisional Accountants, we recommend a revised scale of pay of Rs. 250—15—400 for the Audit Superintendents.

10. The Managers of Circle Offices in the Public Works and Highways Departments are now on Rs. 170—10—220, a scale which is identical with that of Office Superintendents of District Police Offices. Having regard to the order of increase proposed for supervisory ministerial posts in other departments, we recommend a revised scale of pay of Rs. 250—10—300 for this class of employees.

11. There are now four posts of Administrative Assistants and Non-Technical Personal Assistants on Rs. 275—25/2—350 and Rs. 350—30/2—410. The present scales of pay of these posts are odd and would appear to have been improvised with a view to give some additional emoluments to Superintendents from whom the posts were filled by promotion. We recommend that the present two scales of pay of Administrative Assistants and Non-technical Personal Assistants may be combined and a unified scale of Rs. 300—15—450—25—575 allowed for them.

12. Irrigation Conservancy Subordinates and Telephone Gumasthas are now in two grades on a scale of pay of Rs. 24—1—30 and Rs. 30—1—45, respectively. Except for those who have had experience as Maistries for a period of five years, the qualification prescribed for recruitment as Irrigation Conservancy Subordinates is a completed S.S.L.C. with a pass in the lower grade technical examination in Surveying and Levelling and Earthwork and Roads. We understand that the technical course offered by private institutions leading to this examination extends for about a year. The minimum qualifications for telephone Gumasthas is a completed S.S.L.C. As regards their duties, the Irrigation Conservancy Subordinates working in regular divisions regulate the water-supply in canals, channels and headworks. They ensure that the shutters, locks and other equipment are not tampered with especially in times of scarcity of water. They are also expected to attend to the planting and rearing of trees on canal banks and their protection against theft and spoliation. They exercise control over six to eight Lascars. The Telephone Gumasthas receive and transmit messages and also record water readings and thus compile the initial data on the basis of which the supplies of water are regulated in the deltaic tracts. The Irrigation Conservancy Subordinates and Irrigation Gumasthas' Association has represented that their present classification into two grades might be given up and the two grades merged in a common scale of pay. The Chief Engineer (Irrigation) however favours the retention of the existing grades as a means of providing incentives for efficient and honest work among personnel in the lower grade. We have carefully considered both these views and feel that as the responsibilities of the two grades do not vary, the two grades should be combined and placed on a uniform revised scale of Rs. 70—2—100. In making this suggestion we have also taken note of the fact that, under the present rules, Irrigation Conservancy Subordinates who

acquire higher technical qualifications are considered for promotion to higher posts such as those of Overseers. We would like such "vertical mobility" to be encouraged by provision of enlarged opportunities to lower grades of technical personnel to acquire higher qualifications.

13. Lock and Wharf Superintendents are now virtually on the same scale of pay as Irrigation Conservancy Subordinates, Grade I, except for a difference of Rs. 5 at the maximum. As the qualification prescribed for these posts is also the same, we recommend a revised scale of Rs. 70—2—100 for them, the same as that suggested by us for Irrigation Conservancy Subordinates and Telephone Gumasthas.

14. There are two grades of Blue Print Operators on the scales of Rs. 20—1—30 and Rs. 25—1—40. The total number of posts in both the grades is only twelve (one post in Grade I and eleven posts in Grade II). The qualification expected of this category is a pass in III Form or education up to that form accompanied by practical experience. This category more or less corresponds to that of Attenders, the maximum of Grade I posts alone being slightly higher. As there is only one post in Grade I, we recommend that both the grades may be combined and allowed a revised scale of Rs. 55—1—70.

15. Tracers are now in the scale of Rs. 35—1—55. The qualification expected of this category is a completed S.S.L.C. with engineering as a special subject or a pass by the lower grade in Geometrical Drawing, Estimating and Freehand Outline and Model Drawing. The minimum qualification for these posts being more or less identical with that of Irrigation Conservancy Subordinates, we propose a revised scale of Rs. 70—2—100 for this category.

16. There are now three grades of Building Maistries. The minimum qualification expected of them is a completed S.S.L.C. and practical experience as Maistri on building works for two years or a pass in Government Technical Examination by the lower grade in engineering subjects, viz., Surveying and Levelling, Building Drawing and Estimating, Mensuration and Applied Mechanics. The posts in Grades II and III are now on the scales of Rs. 40—2—50—1—65 and Rs. 35—1—55, respectively and Grade I on the same scale as Draughtsman, Grade III, viz., Rs. 70—2—90—3—120. The number of posts in Grade III is twelve and in Grade II seven. It is advisable to avoid a multiplicity of scales in lower categories. Those who have technical qualifications will obviously acquire additional qualifications and aspire for promotion to higher posts in the department. We feel, therefore, that it will suffice if we have two grades in this category and accordingly recommend that Grades II and III be merged and placed on a common scale of Rs. 70—2—100. Posts in Grade I are now on the same scale as Draughtsman, Grade III, and we suggest that this parity may be maintained.

17. The number of posts in the category of Overseers is seventy-five, as against 1,700 posts in the categories of Supervisors and Junior Engineers. This indicates *prima facie* that Overseers are being progressively replaced by persons with higher qualifications such as Supervisors. We understand from the Chief Engineers that there has been no direct recruitment to the posts of Overseers in recent years and that these are now being retained largely as "prize posts" for promotees from the ranks of Irrigation Conservancy Subordinates who pass the Government Technical Examinations. Though the minimum qualification prescribed for direct recruitment to these posts is a Licentiate in Civil Engineering, no licentiate is likely to take up these posts when he can easily secure appointment in these days to the higher category of Supervisors. The posts are thus in effect being filled by promotion and having regard to the qualifications laid down for such promotees, we consider that it will be fair if the Overseers are placed on the revised scale being proposed by us for Draughtsmen, Grade III.

18. We now take up for consideration the scales of pay of Draughtsmen, a large and important group of technical staff, in respect of whom the department has been experiencing difficulties in recruitment. The Draughtsmen are responsible for the preparation and scrutiny of plans and estimates of the works taken up for consideration. They have also to prepare tender notices, schedules of work let on contracts and work out details of the materials required for construction. They are now grouped in three grades on the scales of Rs. 70—2—90—3—120, Rs. 120—5—150 and Rs. 150—5—180. The posts in the lowest grade are filled by direct recruitment as well as by promotion from the category of Tracers, Irrigation Conservancy Subordinates and Overseers. The minimum qualification prescribed for direct recruitment is a pass in the special examination for group certificate in building and drawing group prescribed for Draughtsmen in the Government Technical Examination. Posts in the higher grades are filled by promotion from the lower grades or by transfer from the ranks of Supervisors and Junior Engineers.

19. It has been urged before us by the Chief Engineers and the service association concerned that, because of the low scales of pay for the different grades of Draughtsmen, the State has been losing qualified Draughtsmen to Railways and Central Government Departments which offer far higher scales of pay. We understand that on account of shortage of

qualified Draughtsmen, the Chief Engineer has had to fill a fairly large number of posts of Draughtsmen with diploma holders (i.e.), persons with higher qualifications. The scales of pay of the various grades of Draughtsmen have therefore to be improved, keeping in view those offered by the Railways and the Central Government departments. The scales of pay of the higher grades of Draughtsmen should also be so framed as to provide a reasonably satisfactory career to those entering the lower grades, as there is normally no promotion from the ranks of Draughtsmen to higher posts. The scales should also be so adjusted that Supervisors as well as Junior Engineers, if required may easily be fitted into them. We understand from the Chief Engineers that a few posts of Draughtsmen will always have to be held by Supervisors or Junior Engineers. Having regard to these considerations, we recommend the following revised scales of pay for the different grades of Draughtsmen :—

Draughtsmen, Grade III	..	..	..	Rs. 120—3—150—5—175.
Draughtsmen, Grade II	..	..	..	Rs. 175—10—225.
Draughtsmen, Grade I	..	..	..	Rs. 225—15—300.
Head Draughtsmen	..	..	..	Rs. 300—15—375.

20. The Draughtsmen are generally not considered for promotion to higher executive posts such as Assistant Engineers, as by their training and experience they are better fitted for office work than for field work. Though a few Senior Draughtsmen have been promoted in recent years as Assistant Engineers, such promotions will be only few and far between, and administratively it is on the whole desirable to retain Draughtsmen in the office itself for more responsible work. It is with a view to enable the retention of such experienced Draughtsmen in the office that a few gazetted posts of Chief Head Draughtsmen have been created on a scale of Rs. 200—25/2—300. Having regard to the scales proposed for the lower grades of Draughtsmen, we recommend a revised scale of Rs. 300—15—450 for the Chief Head Draughtsmen. The revised scale of pay proposed by us no doubt overlaps that of Head Draughtsmen to a certain extent, but there is such overlapping between the two scales even at present.

21. The shortage of qualified hands in the category of Civil Draughtsmen can be met only partially by higher scales of pay. Higher emoluments will not increase the over-all availability of such personnel as long as the facilities for their training are not augmented. The increase in emoluments for the different lower grades of technical staff is only a short-term remedy, and in the long run the only effective solution lies in the proper planning of technical courses so as to subserve the needs of departments like Public Works. We, therefore, suggest that there should be a general examination of the various courses now being offered by Polytechnics and private technical institutions with a view to see how far they conform to the technical man-power requirements of the Governments, State and Centre, and also the private sector. We are not sure whether the discontinuance of certain abbreviated courses of training in recent years has not been responsible for the difficulties in securing suitable personnel for the technical posts in the lower ranks. The lowest grade of Draughtsmen is now filled by men who secure a pass in the Government Technical Examinations. The Chief Engineer (General), with whom we had a discussion, was of the view that the course offered by the private technical institutions did not come up to the requisite standard, though the Chief Engineer (Highways) conceded that candidates coming out of such private technical institutions were good enough for the lowest grades of Draughtsmen. If, as urged by the Chief Engineer (General), there is scope for improvement in the courses of training offered by private technical institutions, the solution may be to organise a suitable short course of training in Polytechnics. We discussed with the Chief Engineer the possibility of organising a two-year course in Polytechnics to meet the growing needs of categories such as Draughtsmen, Grade III, and Minor Irrigation Overseers, and he agreed that it might be worthwhile to pursue this suggestion subject to the concurrence of the All-India Council for Technical Education. We understand that the All-India Council for Technical Education is now of the view that only graduates and diploma holders should be considered for appointment as Draughtsmen. While the opinion of expert bodies is entitled to all consideration, we are anxious that too fastidious an assessment of the standards needed for the lower grades of technical personnel engaged in comparatively routine and simple work, should not be made. We suggest that a realistic assessment should be made of the technical equipment needed for the lower grades of technical staff such as Draughtsmen, Minor Irrigation Overseers, etc., and suitably abridged and less costly courses of training framed for them so that the present shortage of trained personnel in these categories may be overcome. The availability of a larger number of trained personnel for these lower grades of technical staff will incidentally release the personnel with higher technical qualifications for other important work befitting their qualifications.

22. We now turn to an examination of the scales of pay of different categories of engineering staff who are in actual supervisory charge of the execution of works. Of these, the Supervisors and Junior Engineers are numerically the largest. The Supervisors are

now on a scale of Rs. 100—5—150—10—250; the Junior Engineers are also on the same scale but are allowed a higher initial pay of Rs. 150. Junior Engineers are engineering graduates while Supervisors are diploma holders. Both these categories have urged before us that the scales of pay of engineering staff should be raised appreciably and with reference to the emoluments offered by the private sector and the departments of the Government of India. But apart from this common plea, there is a conflict of interests between diploma holders and Junior Engineers. The diploma holders have argued before us that they are engaged in the same work as engineering graduates, and that the present differentiation in emoluments and in designation offend the well-accepted principle of 'equal pay for equal work'. They have also pointed out that though they are engaged in essentially the same work as Junior Engineers, they are not being given equal chances of promotion to higher posts. A minimum service of ten years is insisted upon in the case of diploma holders for promotion to higher posts, whereas no such minimum service is insisted upon in the case of engineering graduates. Further, the rules of promotion to the posts of Assistant Engineers have been amended recently to the detriment of the diploma holders, who are now considered only for one out of four vacancies in the grade of Assistant Engineers to be filled by promotion from the lower categories. The diploma holders have urged that the present distinction between them and the engineering graduates in respect of designation, pay and prospects of promotion is invidious, and that they should be assured parity of treatment with the engineering graduates in all respects. They have added, apparently on second thoughts, that if need be the engineering graduates may be allowed a few advance increments having regard to the longer course of training undergone by them. Engineering graduates, on the other hand, while defending the present distinction between them and the diploma holders in respect of emoluments and promotion to higher posts, have represented that in other States and under the Government of India, engineering graduates are generally being recruited direct to gazetted posts on a higher scale of pay than that allowed to Junior Engineers in this State.

23. We have carefully considered the representations made by the diploma holders and feel that their present grievance is largely due to a misunderstanding of the relative position of diploma holders and engineering graduates in the scheme of engineering organisation of the State. It appears to us that the engineering graduates are recruited largely with a view to man the higher technical posts in the department and that they are posted as Junior Engineers only for the purpose of enabling them to acquire the experience necessary for holding the higher posts. The diploma holders, on the other hand, are recruited for holding only the posts of Supervisors, deserving men, however, being considered for promotion to higher posts. In other words, the grade of Supervisors is a career grade in itself, whereas the Junior Engineers' grade is only a training grade. The scales of pay of these two categories, Supervisors and Junior Engineers, have therefore to be fixed on independent considerations and the present differentiation between them both in respect of emoluments and promotion to higher posts does not in our view offend the principle of 'equal pay for equal work'.

24. We however agree that having regard to the intrinsic importance of the work of the Supervisors and the higher scales of pay offered even to diploma holders elsewhere, the initial pay as well as the maximum of the Supervisors should be raised. We accordingly recommend a revised scale of pay of Rs. 150—5—175—10—225—15—375 for Supervisors. As regards the scale of pay of Junior Engineers, we consider that on a comparison of the relative terms offered to diploma holders and engineering graduates elsewhere, some widening of the existing differential in emoluments between the two grades is inevitable and therefore recommend for Junior Engineers a revised scale of Rs. 225—15—375.

25. The position that engineering graduates are recruited for shouldering eventually responsibilities of a distinctly higher order has in our view to be recognised by organising them into a cadre distinct from that of Supervisors. We feel that the cadre of Junior Engineers should be organised as the lowest category in the Madras Engineering Service, the Supervisors being organised as the highest category of the Madras Engineering Subordinate Service. The scale of pay proposed by us for Junior Engineers will then in effect constitute the junior scale of Assistant Engineers, the revised scale we are proposing for the present category of Assistant Engineers being recognised as the senior scale. The relative strength of posts in the junior scale and the senior scale could be so adjusted as to ensure promotion of engineering graduates from the junior scale to the senior scale in about five years. A percentage of posts in the senior scale corresponding to the present category of Assistant Engineers may be reserved for promotion from among Supervisors of the Madras Engineering Subordinate Service. A reorganisation of the cadres of Supervisors, Junior Engineers and Assistant Engineers on the lines thus indicated will give open recognition to the fact that the engineering graduates are definitely earmarked for service in higher posts and that their service as Junior Engineers should be considered essentially as a period of 'in-service' training before they are considered for promotion to higher

posts. We discussed the suggestions outlined above with the Chief Engineers, but the discussions were inconclusive. We would suggest that these proposals may be examined in greater detail in consultation with the Chief Engineers.

26. The Government may also review the pattern of postings of the diploma holders and engineering graduates in the Public Works and Highways Departments and determine their strength on a more rational basis. A smaller proportion of Junior Engineers to Supervisors will, in our view, suffice. This will incidentally relieve the present shortage of engineering personnel with higher qualifications. The diploma holders have now to put in a minimum of ten years of service before they become Assistant Engineers. This condition has been evidently prescribed on the principle that their deficiency in technical qualifications should be made up by sufficiently longer departmental experience. This restriction is in our view justified and does not call for any change. As regards the proportion in which promotion may be made from the ranks of Supervisors to the grade of Assistant Engineers, we feel that the original rule under which they were considered for promotion for one out of every three vacancies filled by promotion may well be restored when, as suggested by us, the relative strength of diploma holders and engineering graduates in the ranks of Section Officers is properly determined. The number of diploma holders in relation to engineering graduates should be increased in the class of Section Officers, and when such an increase is made, they should also be considered for promotion in a larger proportion to the higher posts.

27. The Assistant Engineers are in the next higher grade in the department. The reports of the Chief Engineers show that it is only at the level of Junior Engineers and Assistant Engineers that there is a tendency for experienced personnel to seek more lucrative employment elsewhere. We are therefore of the view that the emoluments of the Assistant Engineers should be raised suitably with reference to the scales of pay offered elsewhere. While the initial pay should be comparable to, though not identical with, that offered to this class of officers by the Government of India, a lower maximum for Assistant Engineers in this State will suffice as their prospects of promotion seem to be on the whole good. Further, it should be remembered that officers at this level under the Government of India are generally liable to transfer all over India and the scales of pay of officers include an element of compensation for this liability. Having regard to all these factors, a revised scale of Rs. 350—25—650 will be fair and adequate for the Assistant Engineers under the State Government. We understand that a proposal has been made for the creation of a new category of Assistant Executive Engineers on an initial pay higher than that of Assistant Engineers to provide for direct recruitment of a certain number of First-class Engineering graduates. The implication obviously is that the present scale of pay of Assistant Engineers will not be attractive enough to such First-class Engineering graduates. In view of the revised scale of pay now proposed for the Assistant Engineers, the present position in regard to recruitment of highly qualified personnel is bound to improve. Even otherwise, we think that it will be a retrograde step to multiply the existing number of grades in any service. The objectives behind this proposal could equally well be achieved with a larger measure of direct recruitment at the level of Assistant Engineers. This may mean of course a reduction in the number of substantive posts among Assistant Engineers available for confirmation of promotees. But in view of our other recommendations elsewhere for the conversion of many of the temporary into permanent posts, the number of permanent posts in the ranks of Assistant Engineers available for confirmation of promotees will be substantially increased. We do not therefore recommend the creation of a new cadre of Assistant Executive Engineers, but will instead suggest that there should be more direct recruitment at the level of Assistant Engineers.

28. There is one post of Mechanical Expert in the Public Works Department on a scale of Rs. 250—600. The qualification laid down for this post is a degree in Mechanical Engineering with practical experience. As the initial pay of this post is virtually the same as that of Assistant Engineers and the present maximum is more or less comparable to the revised maximum proposed by us for Assistant Engineers, we recommend that this post may be equated to that of Assistant Engineer and allowed a revised scale of Rs. 350—25—650. We understand that proposals have been put forward for upgrading this post to the level of Executive Engineer. This is a point to be decided with reference to the responsibilities attached to the post and we are not therefore offering any remarks on it.

29. There is one post of Physics and Soil Mechanics Officer on Rs. 260—700 in the department and we recommend for this post a revised scale of Rs. 375—25—800.

30. Next in the hierarchy are the Executive Engineers of the Public Works Department and Divisional Engineers in the Highways Department on a scale of pay of Rs. 500—50/2—850. The Executive Engineers occupy an important place in the engineering organisation of the State and some improvement in their present scale of pay is, therefore, clearly necessary. Keeping this in view, and with due regard to the scales of pay proposed for the lower posts, we recommend a revised scale of pay of Rs. 600—40—1,000 for Executive Engineers (Ordinary Grade) and Divisional Engineers.

31. In the Public Works Department there is a selection grade of Executive Engineers on a scale of Rs. 800—100/2—1,000. When this selection grade was created in 1952, there were a number of Senior Executive Engineers who were awaiting promotion as Superintending Engineers. The circumstances have since then changed and the stagnation in the ranks of Executive Engineers has been considerably relieved. Normally, there will be need to have a selection grade in any category, only if there are a large number of officers stagnating at the maximum of their scale and if there are not sufficient number of higher posts to which they could look forward to for promotion. These conditions are not now present in the Public Works Department. The Government some time back laid down that only Executive Engineers who had put in a service of eight years and above should be considered for promotion to the selection grade. We understand that there is now no Executive Engineer satisfying this condition and that the Chief Engineers have therefore proposed that even Executive Engineers with five years of service should be considered for promotion to the selection grade. This clearly shows that there is now no officer drawing pay at or near the maximum of the scale. We have proposed a ten-year time-scale for Executive Engineers with a higher rate of increment than at present. If even officers with five years' experience are to be considered for promotion to higher posts, there is then clearly no need for a selection grade. In view of this and in view of the considerably higher maximum now proposed for Executive Engineers, we feel that the selection grade of Executive Engineers may well be abolished. This will incidentally bring the pattern of organisation of higher posts in Public Works Department in line with the Highways Department. Pending abolition of the selection grade of Executive Engineers, we would revise the existing scale as Rs. 900—50—1,100.

32. The Chief Engineer (Highways) has suggested that a selection grade of Divisional Engineers should be created in his department also. But in view of our proposals for the abolition of selection grade even in the Public Works Department we do not commend the suggestion of the Chief Engineer (Highways).

33. For Superintending Engineers, the next higher grade of officers, who are now on a scale of Rs. 1,000—100/2—1,200 we recommend a revised scale of Rs. 1,100—50—1,300. We have generally not proposed any increase in emoluments for officers at this level in any other department and the scale of pay of Superintending Engineers should therefore have been revised only as Rs. 1,100—50—1,200. As, however, this will be an unduly short scale, we have suggested a higher maximum pay for these posts.

34. There is a post of Sanitary Engineer on a scale of pay of Rs. 1,100—50/2—1,300. We feel that this post may be grouped with those of Superintending Engineers and we accordingly recommend a revised scale of Rs. 1,100—50—1,300 for the Sanitary Engineer.

35. The Chief Engineers are now on a scale of Rs. 1,500—150/2—1,800. No improvement in this scale is necessary, except for the replacement of biennial by annual increments. As we have not proposed an annual increment of more than Rs. 50 for any class of officers, we suggest a revised of pay of Rs. 1,500—50—1,800 for the Chief Engineers, the existing incumbents being protected.

36. We now turn to the consideration of the scales of pay of some of the posts in the Consulting Architect's Branch. The Junior Architectural Draughtsman of this Branch is on the same scale of pay as Junior Engineers and we accordingly recommend for him a scale of Rs. 225—15—375. The Senior Architectural Draughtsman is now on a scale of Rs. 250—10—310—15—400. His initial pay is practically the same as that of Assistant Engineers, but the maximum is considerably less. However it has been urged before us that there are not sufficient opportunities for promotion to higher posts for this class and therefore we recommend for it the same revised scale of pay as Assistant Engineers, namely, Rs. 350—25—650. With this improvement in the scale of pay, it will be appropriate to "gazette" this post. For the non-gazetted post of Personal Assistant to the Consulting Architect now on a scale of Rs. 250—10—300, we consider that a revised scale of Rs. 300—15—450 will be adequate.

37. The Chief Engineer (General) is now also in charge of the State Broadcasting Branch. The three important categories of posts in this Branch are those of Radio Supervisors on a scale of Rs. 80—5—200, Assistant Radio Engineers on Rs. 240—420 and Radio Engineer on Rs. 500—850. The Radio Supervisors are responsible for the servicing and maintenance of radio receiving sets supplied to rural areas. In view of the considerable improvement in the facilities for servicing of radio sets in rural areas we are not sure whether there is any need to maintain this large band of Radio Supervisors. We understand that this question is already engaging the attention of the Chief Engineer. But pending a decision on the set up of the State Broadcasting Branch, it is necessary to prescribe suitable revised scales of pay for the different categories with reference to their qualifications. The Service Association concerned has urged before us that Radio Supervisors should be assured

parity with the Supervisors in the Public Works Department. We understand that the posts of Radio Supervisors are filled largely by men who have undergone, after their S.S.L.C. a two-year course called the Industrial School-Leaving Certificate course. There are of course a few Supervisors who have higher qualifications. Having regard to the fact that the generality of Radio Supervisors have undergone only two years' special training after their S.S.L.C. there is no need to give them the same initial pay as Licentiates in Civil Engineering. But Radio Supervisors have now virtually no prospects of further promotion as the number of posts in the higher categories as Assistant Radio Engineers is very limited. Their present maximum pay has therefore to be stepped up in order to maintain adequate incentives for efficient work. We, therefore, recommend a revised scale of Rs. 125—5—150—10—300 for them. The Assistant Radio Engineers are now on a lower scale of pay than other Assistant Engineers and their work is not comparable to that of Assistant Engineers. We feel that a revised scale of pay of Rs. 300—15—450—25—500 will be adequate for them. The Radio Engineer is now on the same scale as that of Executive Engineers (Ordinary Grade), viz., Rs. 500—50/2—850, we consider that a revised scale of Rs. 600—30—900 will suffice for him, having regard to his qualifications and responsibilities.

38. The Chief Engineer (General) is also in over-all control of the Inspectorate of Boilers. In this branch, there are four posts of Inspectors of Boilers on Rs. 280—700 and one post of Chief Inspector of Boilers on Rs. 600—900. The posts of Inspectors of Boilers are largely filled by direct recruitment. The qualification laid down for this category is a I-Class Board of Trade Certificate of Competency as Engineer or a degree in Mechanical Engineering with experience as a practical engineer in design, construction, repair maintenance and working of steam engines and boilers for a period of not less than one year. The present scale of Inspectors of Boilers is higher than that of Assistant Engineers and their prospects of promotion being limited a higher maximum pay is also necessary. We, therefore, propose for them a revised scale of pay of Rs. 375—25—800.

39. We consider that having regard to the high technical qualifications laid down for the post of Chief Inspector of Boilers, he should be given the same pay as the Chief Inspector of Factories. In this view, we propose a revised scale of Rs. 800—50—1,100 for this post.

40. *Municipal Engineers.*—In 1951, the Government constituted Municipal Engineers into two separate services called the "Madras Municipal Engineering Service" and the "Madras Municipal Engineering Subordinate Service". The two services are now organised in three grades on the following scales of pay :—

Municipal Engineers—

Grade I—Rs. 500—50/2—850.

Grade II—Rs. 260—30/2—380—40/2—500.

Grade III—Rs. 150—10—250.

The services are under the administrative control of the Government in the Rural Development and Local Administration Departments with the assistance of Sanitary Engineer and the Chief Engineer (General). As the three grades of Municipal Engineers correspond respectively to those of Executive Engineers, Assistant Engineers and Junior Engineers in the Public Works Department, we suggest that they may be allowed the same revised scales as those proposed by us for these three grades of officers. We understand that in recent years serious difficulties have been encountered in filling the posts of Municipal Engineers, particularly those in the third grade. Apart from the low scales of pay, this would appear to be due to the comparatively poor prospects of promotion in the Municipal Engineering Service as compared with those in the other Engineering Service under the State Government. We discussed with the Development Commissioner and the Chief Engineer (General) the desirability of integrating the different grades of Municipal Engineers fully with the corresponding grades of engineering staff in the Public Works Department so as to ensure to the members of the Municipal Engineering Service and Municipal Engineering Subordinate Service the same chances of advancement as in the Public Works Department. With such integration it will be possible to fill the posts of Municipal Engineers from among the personnel of the Public Works Department without having to consult them about their willingness to serve under the Municipalities. There will be no need to pay them also a deputation allowance. But the specially onerous nature of the work of Municipal Engineers may be recognized by the grant of a suitable special pay in addition to their grade pay in the Public Works Department. The Chief Engineer disclosed to us that he was also thinking on the same lines, and that he would be proposing a concrete scheme of integration of Municipal Engineering Service with the Public Works Department. We suggest that these proposals should be expedited and pursued further.

41. This leads us to consider the general question of assuring the engineering personnel employed in different departments of Government more or less the same career prospects. Besides the Public Works and Highways Departments, the Industries Department is the one which employs engineering personnel on a large scale. As the number of posts at different levels in this department is sufficiently large, and may be expected to increase further with the expansion of the activities of the department in the Third Five-Year Plan period, the prospects of Engineering personnel in this department will compare favourably with those in the departments of Public Works and Highways, and there is no need therefore to consider the question of integration of the engineering staff of the Industries Department with any other department. We have likewise considered the question of integrating the staff of the Engineering Wing of the Agriculture Department with the Public Works or other departments and, have concluded for reasons explained more fully in the chapter on Agricultural Department, that the Agricultural Engineering Wing should continue to be part of the Agriculture Department. The Town-Planning is another department which needs engineering personnel, and we have suggested elsewhere that this department should be integrated with Public Works Department. The needs of other departments in respect of engineering personnel are limited and can be easily met by deputation from the Public Works or the Highways Department or the Industries Department. As we have pointed out under the Fisheries Department, no direct recruitment should generally be made to isolated engineering posts in other departments as with the limited prospects of promotion available in these departments suitable staff cannot be secured.

42. The Community Development Department is the only other department which will need a large number of Supervisors and Junior Engineers to work as Extension Officers in the blocks. These Supervisors or Junior Engineers working in blocks are now borne on the cadre of the Highways Department and the necessary higher technical supervision and guidance are also provided by the officers of the Highways Department, Assistant Engineer (Local Development Works), Divisional Engineer (Highways) and Chief Engineer (Highways). In future the responsibility for Minor Irrigation will also be transferred to the Panchayat Unions and the Minor Irrigation staff now working under the general control of the Revenue Department will also be transferred to work under the Extension Supervisors of the Panchayat Unions. Satisfactory arrangements will therefore have to be made for providing necessary technical guidance to the block engineering staff both in regard to Panchayat Union work and Minor Irrigation work. The Development Commissioner urged before us that the Supervisors and Junior Engineers of Panchayat Unions and the officers at higher level for supervising them should be organised as part of a local Engineering Service. We discussed this question with the Development Commissioner and the Chief Engineer, and feel that in view of the fact that the Highways Department is already closely associated with the working of the Community Development Programme, it will be appropriate if it could assume full responsibility for the technical guidance of all local works programmes. The Minor Irrigation Supervisors whose services will be transferred to the Panchayat Unions, could also be absorbed in the Highways Department and considered for further promotion in due course as Assistant Engineers in the department. The Chief Engineer (Highways) could then also be re-designated as "Chief Engineer (Highways and Local Works)".

CHAPTER XXXIV.

MINOR IRRIGATION STAFF.

1. The Minor Irrigation staff attend to maintenance of the minor irrigation sources under the control of the Revenue Department. In the course of years the activities of this wing have increased and the Minor Irrigation staff is also looking after rural water-supply works under the Local Development Works and works of the Harijan Welfare Department.

2. At the revision of scales of pay in 1921-22 a suggestion was made that the Minor Irrigation staff might be included in the cadres of the Public Works Department. The suggestion was considered in detail in consultation with the Board of Revenue and it was decided in 1923 that the activities of the Minor Irrigation staff should be confined to works not involving any considerable technical skill. It was also considered that the sanctioning authority should decide in the case of each estimate whether or not the work was such as could be done by Minor Irrigation staff; if not should be referred to the Public Works Department. In the circumstances, there was no need for a highly qualified Minor Irrigation Supervisor and it was ordered that the 11 posts of Minor Irrigation Supervisors then in existence should be gradually abolished as vacancies occurred. This system was ordered for three years as an experimental measure and at the end of the third year the Board of

Revenue was asked to report on its working. The Board reporting in 1926 submitted that the arrangement sanctioned in 1923 did not prove effective. The Government therefore cancelled the order directing the abolition of the posts of Supervisors and restored the posts which had been actually abolished. The Government also directed that all Minor Irrigation works should be executed by the Minor Irrigation staff except in rare cases in which the Collector considered that the work required such technical skill and supervision as could not be provided by the Minor Irrigation staff. These instructions still remain in force.

3. We understand that proposals are under consideration for the entrustment of the responsibility for the maintenance of Minor Irrigation works to the Panchayat Unions which are to be set up for each Development Block. We have dealt with this issue at some length elsewhere in our report. The Minor Irrigation staff will, therefore, have to be detached from the Revenue Department and integrated with other engineering staff for the execution of Community Development works and this will incidentally improve the chances of promotion of the Minor Irrigation staff.

4. The scales of pay and the strength of different categories of the Minor Irrigation staff are as set out in the statement below :—

Sérial number and name of the post.	Number of posts.	Existing scale.
(1)	(2)	(3)
		RS.
1 Lascars	124	18—1—25.
2 Maistries	35	24—1—30.
3 Rural Well Sub-Overseers	2	40—1—50.
4 Clerk Draughtsmen	15	55—2—75—3—105.
5 Minor Irrigation Overseers	206	70—2—90—3—120.
6 Supervisors	22	150—10—250.
7 Rural Water Supply Mechanics (Bore-wells) ..	34	40—2—50.
8 Supervisors (Bore-wells)	5	100—5—150—10—250.

5. For Lascars and Maistries, we recommend the same scales as proposed by us elsewhere for Peons and Attenders respectively, viz., Rs. 50—1—60 and Rs. 55—1—70.

6. In 1945, the Government were faced with a shortage of Overseers and therefore introduced a special course of training for Rural Well Maistries and appointed the successful candidates as Rural Wells Sub-Overseers to be in charge of the supervision and execution of well works under the Rural Water Supply Schemes.

7. There was no need for continuing this special course of training subsequent to 1945 as L.C.Es. and other qualified men coming out of the technical institutions were available for recruitment. Hence there was no recruitment to the posts of Rural Well Sub-Overseers after 1945. Most of Rural Wells Sub-Overseers qualified themselves by passing the Government Technical Examinations prescribed for the post of Minor Irrigation Overseers and secured promotion as Overseers. There are only two persons holding these posts at present against the 25 posts originally sanctioned. We recommend a revised scale of Rs. 70—2—100 for these two posts.

8. The Clerk-Draughtsman who scrutinises estimates and bills of works is reported to carry higher responsibilities than an ordinary clerk. The qualifications prescribed for this post are more or less the same as those for Minor Irrigation Overseers but their work is confined to office. We accordingly recommend a somewhat lower scale of Rs. 100—5—150 for this category.

9. Minor Irrigation Overseers assist the Minor Irrigation Supervisors and supervise the execution of works within their jurisdiction. Their present scale of pay is identical with that of Overseers and Draughtsmen, Grade III, in the Public Works Department. We, therefore, recommend for this category a scale of Rs. 120—3—150—5—175, as for Overseers and Draughtsmen, Grade III, in the Public Works Department.

10. The Minor Irrigation Supervisor is a technical Assistant to the Collector. He scrutinises the estimates for Minor Irrigation Works, Rural Water Supply and Harijan Welfare Works and check-measures works requiring technical skill. His present scale of pay is the same as that of Junior Engineers in the Public Works Department and we accordingly recommend for this category the same scale as proposed by us for the Junior Engineers, viz., Rs. 225—15—375.

11. The Rural Water-Supply Mechanics and the Supervisors (Bore-wells) are in charge of the maintenance of the rural water-supply pumps transferred to the Revenue Department from the Industries Department for maintenance. The Mechanics make routine inspections of the pumps, prepare estimates for repairs where necessary and also execute repairs. The Supervisors (Bore-wells) exercise general supervision of the work of the Mechanics, scrutinise the estimates prepared by them, attend to finishing operations and give suitable instructions to the Mechanics in the execution of repair works. They are also in charge of rural water-supply stores, their purchase and disposal, and assist in the recovery of maintenance charges from the beneficiary local bodies. For these two categories, viz., Rural Water-Supply Mechanics and Supervisors (Bore-wells), we recommend a scale of Rs. 70—2—100 and Rs. 150—5—175—10—225—15—375 respectively, the latter corresponding to that of the Supervisors in Public Works Department.

CHAPTER XXXV

TOWN-PLANNING DEPARTMENT.

1. The Town-Planning Department was an independent unit till 1938 under the control of a full-time Director. In 1938, the post of the Director was abolished and the department was attached to the Inspector of Municipal Councils and Local Boards who was made Ex-Officio Director of Town-Planning. To assist and advise him on technical matters connected with town-planning, a post called the Personal Assistant and Town-Planning Expert was created. In 1947, this post was abolished and in its place the present post of Joint Director of Town-Planning was created. These arrangements continue to be in force even now. Thus the Inspector of Municipal Councils and Local Boards is the Ex-officio Director of Town-Planning and under him the Joint Director, a technical officer, is in immediate charge of the Town-Planning Department.

2. The following statement shows the existing strength and scales of pay of the staff of the department :—

Serial number and name of the post. (1)	Existing scale. (2)	Number of posts. (3)
	RS.	
1 Peons	18—1—25	22
2 Attenders	24—1—35	2
3 Typists and Steno-typists	45—3—60—2—90 plus special pay.	7
4 Lower Division Clerks	45—3—60—2—90	8
5 Upper Division Clerks and Accountant	80—3—95—5—110	8
6 Junior Superintendents	140—5—190	2
7 Blue Printers	25—1—40	4
8 Tracers	35—1—55	11
9 Draughtsmen, Grade II	70—2—90—3—120	11
10 Draughtsmen, Grade I	120—5—150	4
11 Supervisors	100—5—150—10—250	2
12 Junior Architectural Draughtsmen	150—5—200—10—250	2
13 Town-Planning Assistant (Junior)	150—10—250	1
14 Town-Planning Assistant (Senior)	180—10—300	1
15 Senior Architectural Draughtsman	180—10—300	1
<i>Gazetted.</i>		
16 Junior Town-Planning Experts	260—30/2—380—40/2—500—50/2—600.	2
17 Junior Town-Planners	260—30/2—380—40/2—500	2
18 Town Planner	420—30/2—600—50/2—700	1
19 Joint Director of Town-Planning	500—50/2—850	1

Of the above staff, categories 1 to 6 are common to all departments, and categories 7 to 11 correspond to the similar posts in the Public Works Department. The revised scales recommended by us for those posts will therefore apply to these posts also.

3. This is a department in which it has been found difficult to attract technical personnel for the various posts, largely because of the lack of opportunities for promotion. There are only six Gazetted and seven non-Gazetted technical posts in the office of the Joint Director of Town-Planning and within such a small cadre it will, obviously, be difficult to provide for reasonable satisfactory career to an Engineer whether he is a graduate or a diploma holder. An attempt has been made to provide some outlets for promotion for the technical staff by prescribing a large number of grades on overlapping scales of pay than would otherwise be necessary, with the result that the pay structure of the department is now complicated and cumbersome. Thus, the six gazetted posts of the department are on four different scales while for the seven non-Gazetted posts we have likewise four different scales. But, whatever be the number of grades, the pace of promotions in a small cadre will necessarily be uneven and erratic. We are aware of the difficulties of the department now in getting suitable personnel but the remedy does not lie in either multiplying the number of grades of posts in the department or in merely raising the scales of pay at different levels with reference to such theoretical considerations as the importance of town-planning as a profession. The basic qualification required of the technical posts in the department is a degree or a diploma in Engineering and however much the present scale is improved, the department on its present scale of operations can never hold out the same prospects as a big department like the Public Works Department. We are therefore of the view that the Town-Planning Department should be organized as a wing of the Public Works Department, and the different technical posts in the Town-Planning Branch should be equated with corresponding posts in the Public Works Department with free inter-change ability of personnel, a suitable special pay being allowed to technical staff in charge of town-planning if they have an additional technical qualification in country and town-planning. If the department is so reorganised, the present difficulties in filling the limited number of technical posts in this department will be overcome to some extent. We discussed the suggestion with the Development Commissioner, the Chief Engineers and the Inspector of Municipal Councils and Local Boards. We understand that with the passing of the Madras Panchayat Act, the office of the Inspector of Municipal Councils and Local Boards will have to undergo a process of reorganisation, and we feel that this may be the opportune moment to detach the Town-Planning Wing from his office and attach it to the Public Works Department. As the work of the Town-Planning Department lies largely in Municipalities, we feel that it could be organised as part of the Municipal Engineering Service now under the control of the Chief Engineer (General). An alternative course would be to attach it to the Chief Consulting Architect. But, in either case, provision should be made for free transfer of personnel between the Town-Planning and other Branches of the Public Works Department so that all the technical staff could be assured of equal chances of advancement.

4. Pending this scheme of reorganisation, it is necessary to suggest revised scales of pay for the different categories of technical staff of the department.

5. The posts of Junior Architectural Draughtsman and Junior Town-Planning Assistant are on the same scale of pay as Junior Engineers, though the rate of increment is slightly lower at the initial stages in the case of Junior Architectural Draughtsman. We accordingly recommend that the scale of pay proposed for Junior Engineers Rs. 225—15—375, may be adopted for these posts.

6. The present scales of pay of Town-Planning Assistant (Senior) and Senior Architectural Draughtsman overlap to a considerable extent with those of the two categories referred to in the previous paragraph. The qualifications prescribed for all these posts being the same, we recommend for all of them the scale of pay proposed for Junior Engineers with a special pay of Rs. 25 in the case of Senior Architectural Draughtsman and the Senior Town-Planning Assistant.

7. Of the Gazetted staff of the department, the Junior Town-Planners are on the same scale as Assistant Engineers, and we therefore recommend that the existing parity may be maintained and they may be allowed the revised scale of Assistant Engineers, namely, Rs. 350—25—650. The scale of pay of Junior Town-Planning Experts overlaps with that of Junior Town-Planners, but rises to a higher maximum. Keeping this in view, we suggest a scale of Rs. 350—25—800 for the post of Junior Town-Planning Expert. This will be a purely transitional scale and will become inoperative when the Town-Planning Department is absorbed in the Public Works Department and the different technical posts are equated with corresponding posts in the Public Works Department. The post of Junior Town-Planners as well as Junior Town-Planning Experts may both be held then by officers of the Assistant Engineers' rank with, if need be, a suitable special pay.

8. The present scale of Town-Planner is intermediate between those of Assistant Engineers and Executive Engineers and corresponds to that of Deputy Directors in some of the other departments (like Agriculture, Industries, etc.). We accordingly recommend

a revised scale of Rs. 600—30—900 for this post. There will be no need for a special scale of pay intermediate between that of Assistant Engineers and Executive Engineers when, after merger with the Public Works Department, provision is made for free transfer of personnel between the Town-Planning Branch and other Branches.

9. The present scale of Joint Director of Town-Planning is comparable to that of Executive Engineers. It has been urged that the work of the Joint Director of Town-Planning has increased on account of the implementation of Plan Schemes and that in view of his State-wide jurisdiction his responsibilities are comparable to those of the Sanitary Engineer to Government. The responsibilities of the head of a small establishment like the Joint Director cannot be compared to those of the Sanitary Engineer or other officer who has to exercise control over a bigger organisation, and we feel that having regard to the present scale of operations of the Town-Planning Department, the present equation of the post of Joint Director with that of Executive Engineers cannot be considered to be unfair. Perhaps a revision of the scale of pay has been proposed largely because there are no opportunities for promotion for the holder of this post, and this grievance would disappear if, as proposed by us, the Town-Planning Department is merged with the Public Works Department and new avenues of promotion are thereby opened out.

CHAPTER XXXVI.

TECHNICAL EDUCATION.

1. The responsibility for development of technical education in the State was formerly divided between two different agencies. The Engineering Colleges were under the control of the Director of Public Instruction and the Polytechnics under the Director of Industries and Commerce. But with effect from October 1957, the above institutions were transferred to the control of a Directorate of Technical Education, newly formed for the purpose, and attached to the office of the Chief Engineer, Public Works Department (General), with the Chief Engineer as the Ex-Officio Director of Technical Education. This change was effected with a view to ensure more effective and co-ordinated development of technical education. The Director of Technical Education is assisted in the administration of the department by a Deputy Director of Technical Education of the rank of Superintending Engineer and by an Assistant Director of Technical Education.

2. The existing strength and the scales of pay of the various posts in this department are set out in the statement below :—

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
1 Peons	18—1—25	111
2 Attenders	24—1—35	7
3 Typists and Steno-typists	45—90 plus special pay	24
4 Lower Division Clerks	45—90	41
5 Store-keepers	45—90	15
6 Upper Division Clerks	$\left\{ \begin{array}{l} 80—110 \\ 80—3—95—5—125 \\ 80—5—110—3—125 \end{array} \right.$	$\left. \begin{array}{l} 15 \\ 15 \end{array} \right\}$
7 Accountant	80—5—110—3—125	1
8 Managers	140—5—190	4
9 Junior Superintendents	140—5—190	4
10 Senior Superintendent	190—10—240	1
11 Drivers	40—1—50	5
12 Male Nursing Orderlies	18—1—25	2
13 Pharmacists	45—2—85	2
14 Medical Officer	200—400	1
15 Draughtsmen	70—2—90—3—120	5

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2) RS.	(3)
16 Draughtsman (Polytechnic)	70—2—90—3—120	1
17 Sergeants	50—3—80	2
18 Librarians and Assistant Librarians	45—3—60—2—90	4
19 Tutor in English	80—5—125—10—175	1
20 Demonstrators	80—5—120—10—140	9
21 Physical Training Instructor	45—2—75	1
22 Physical Directors	100—5—140—10—190	5
23 Assistant Lecturers (Arts)	150—5—200—10—250	15

Miscellaneous posts in the Engineering Colleges.

24 Cleaners	22— $\frac{1}{2}$ —30	15
25 Pump House Operators, Stocker, Cleaner and Junior Attender.	22—1—30	22
26 Attenders	24—1—35	38
27 Laboratory Cleaner	24—1—35	1
28 Boiler Attender and Lineman	24—1—32— $\frac{1}{2}$ —35	1
29 Gasman	25—1—40	1
30 Attenders	30—1—45	4
31 Attenders Special	30—2—50	3
32 Battery-room Attendants	35—2—55	2
33 Armature Winder	35—2—55—1—60	1
34 Electricians	35—2—55—1—60	4
35 Instrument Repairers—		
Grade III	35—2—55—1—60	2
Grade II	45—3—60—1—70	3
Grade I	60—3—90	2
36 Fitters	40—2—50—1—55	2
37 Fitter Carpenter	40—2—50—1—55	1
38 Fitter Turners	40—2—50—1—55	2
39 Mechanics	40—2—50—1—65	19
40 Maistries	40—2—50—1—65	3
41 Engine Drivers	40—70	2
42 Foundry and Blacksmithy Maistries	45—2—55—1—65	2
43 Machine Maistry	45—2—55—1—70	1
44 Foreman Carpenters	45—3—60—2—70	2
45 Foreman Fitters	45—3—60—2—70	2
46 Maistry Special	60—3—75—2—85	1
47 Boiler Attender	60—3—90	1
48 Assistant Plant Operator	60—3—90—5—100	1
49 Workshop Instructor	70—2—90—3—120	1
50 Telegraph Mechanic	75—5—120	1
51 P.H. Shift Operators	90—3—120	4
52 Signal Instructor	90—3—120	1
53 Chief Plant Operator	120—8—200	1
54 Power House Superintendent	225—10—325	1

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
RS.		
<i>Miscellaneous posts in the Polytechnics.</i>		
55 Cleaner for Sound Engineering Van	15—1—20	1
56 Laboratory Boys	15—1—20	6
57 Cleaner for Boilers	16— $\frac{1}{2}$ —25	1
58 Laboratory Attenders	30—1—40	2
59 Laboratory Attenders	35—1 $\frac{1}{2}$ —50	15
60 Tannery Operatives	35—2—65	3
61 Footwear Instructors	35—2—65	3
62 Electric Fitter	40—2—50	1
63 Gasmen	40—2—60	2
64 Skilled Attenders	45—70	8
65 Tannery Operatives	45—3—75	2
66 Instructor in Book-keeping	50	1
67 Electricians	50—3—80	2
68 Mechanics	50—3—80	2
69 Assistants in Fishing	50—80	2
70 Instrument Mechanics	50—80	3
71 Machine Operative	60—2—80	1
72 Tannery Operatives	70—2—90	5
73 Instructor in Operatives	70—2—90	5
74 Machine Operatives	70—2—90	2
75 Laboratory Assistant	70—2—90	1
76 Driver for Fishing Vessel	90—3—120	1
77 Instructor in Sports Goods	90—5—130	1
78 Workshop Foreman	100—5—150—10—250	1
79 Foreman, Leather Goods Manufacture	100—5—150—10—250	1
80 Captain for Fishing Vessel	180—240	1
81 Workshop Instructors	90—3—120	7
82 Demonstrators in Chemistry	90—5—180	2
83 Assistant Lecturer for Sandwich Course	90—5—180	1
84 Workshop Engineer	230—410	1
85 Special Officer for Outdoor Films in Central Polytechnic.	230—410	1
86 Personal Assistant to the Principal, Central Polytechnic.	230—410	1
87 Superintendent in Training (Sandwich Course).	230—410	1
88 Tanning Assistant	230—410	1
89 Footwear Assistant	230—410	1
90 Workshop Superintendent	260—500	1

Serial number and designation.	Existing scale of pay.	Number of posts
(1)	(2)	(3)
	RS	
<i>Teaching staff in Engineering Colleges.</i>		
91 Assistant Lecturers	180—10—280	48
92 Laboratory Assistants	180—10—280	29
93 Junior Lecturers	260—40/2—420	5
94 Lecturers	260—40/2—500—50/2—700	25
95 Lecturers in Arts	230—30/2—260—40/2—500	4
96 Senior Lecturer (Arts)	500—50/2—800	1
97 Professors	600—75/2—900	14
98 Principals	1,000—75/2—1,225	2
<i>Teaching staff in Polytechnics and Institute of Leather Technology.</i>		
99 Instructors	100—5—150	24
100 Demonstrators	100—5—150	58
101 Assistant Lecturers	120—5—180	60
102 Lecturers	180—5—200—10—240	45
103 Junior Chemist, Lecturer in Chemistry, etc.	180—5—200—10—240	3
104 Language Lecturers	180—10—240	6
105 Heads of Sections and Senior Lecturers (Central Polytechnic) and Footwear Assis- tant.	230—410	23
106 Principals	420—700	5
<i>Administrative Branch.</i>		
107 Administrative Assistant	275—25/2—350	1
108 Assistant Director of Technical Education ..	600—75/2—900	1
109 Deputy Director of Technical Education ..	1,000—100/2—1,200	1

3. Of the staff enumerated above, categories 1 to 11 are common to all departments. Categories 12 to 23 carry the scales of pay allowed to the corresponding posts in the Medical Department, the Public Works Department and the Education Department. So, the scales of pay recommended by us for those posts elsewhere will apply to these posts also. We examine below the scales of pay of the more important posts special to the department.

4. The Government of India have formulated certain proposals for the revision of the scales of pay of the teaching staff in technical institutions and have also offered financial assistance to State Governments for implementing their proposals. We have taken into account the Government of India's suggestions and our study of the problem of the scales of pay of the Technical Education Department in fact resolves itself into a review of the scales of pay indicated by the Government of India and of their adaptation to local needs and circumstances. There have been considerable difficulties for some time now in maintaining the different cadres of teaching staff in technical institutions at their full strength. It has also been felt that the standards of attainments of the teaching personnel in these institutions have not been all that could be desired and that this was largely due to low scales of pay. The All-India Council for Technical Education examined in detail the measures necessary for attracting suitable persons to teaching posts in technical institutions and made certain recommendations. The Central Government have examined the recommendations of the All-India Council for Technical Education and in consultation

with the Planning Commission have indicated that the scales of pay of teachers of technical institutions may be revised as below :—

Engineering Colleges and other Technical Institutions conducting First Degree Courses in Engineering/Technology.

Principal	..	..	..	..	..	The salary scale should be the same as for the Chief Engineer, Public Works Department of the State concerned.
Professor	..	..	..	..	..	The salary scale should be the same as for the Superintending Engineer of the State concerned.
Assistant Professor and Workshop Superintendent.						Rs. 600—40—1,000—50/2—1,150.
Lecturer	..	..	..	..	..	Rs. 350—350—380—380—30—590—EB—30—770—40—850.

Polytechnics conducting Diploma Courses.

Principal	..	..	..	..	..	Rs. 800—40—1,000—50—1,200.
Head of Department	..	..	..	..	..	Rs. 600—40—1,000.
Lecturers and Workshop Superintendents.						Rs. 350—350—380—380—30—590—EB—30—770—40—850.
Senior Instructor	..	..	..	..	..	Rs. 260—10—300—15—450—25/2—500.
Junior Instructor	..	..	..	..	..	Rs. 160—10—300.

5. The Government of India have further suggested that for the engineering and technological institutions conducting post-graduate courses, the pay scales of the Professors in the senior scale should be fixed at a level intermediate between those of the Chief Engineer and the Superintending Engineer. They have indicated that the post of Professor in the senior scale should be equated to that of Additional Chief Engineer and in the case of States where no such posts exist an allowance of Rs. 250 per mensem should be given in addition to grade pay in the scale of Superintending Engineer. The revised scales indicated by them would apply to the staff of both Government and non-Government technical institutions functioning in each State. The Central Government have also offered to bear the entire additional expenditure involved in the adoption of the revised scales of pay proposed by them for a period of five years in the first instance.

6. We have carefully considered the revised pay structure for the teaching staff of technical institutions proposed by the Government of India. The need for improving the standards of technical education cannot be over-stressed. Particularly in view of the current emphasis on industrialisation of the State, an ever-increasing number of Engineers and Technologists will be required in the next few years. The Government of India have rightly stressed the need for maintaining high standards of instruction in all technical institutions by ensuring that all teaching posts in technical institutions are held by suitably qualified persons. The Government of India's offer to bear the entire additional cost of improving the emoluments of teaching staff in technical institutions for a period of five years is encouraging, and this offer of financial assistance is a factor to be taken into account by us in prescribing a suitable pay structure for the teaching staff. But we feel that the scales proposed by the Government of India should be taken as indicating only the broad lines on which the existing pay structure should be improved and some latitude would be permissible in fixing the revised scales of pay. The Government of India's anxiety to prescribe uniform scales of pay for teaching staff in all technical institutions in the country is understandable, for such uniformity will prevent the migration of staff from one technical institution to another. But there are limits to the extent to which we can accept the principle of All India uniformity in respect of pay scales for one particular group of public servants alone, however important they may be, without accepting it for the generality of employees of the State Government. There are disparities in emoluments among employees of different State Governments and between the employees of the State Government and the Government of India. For various reasons, the State Government have not been able to concede the demand for parity in emoluments with employees of other State Governments or with those of the Central Government, and the Second Central Pay Commission has not been able to suggest any solution for this

problem of disparities between employees of this State Government and those of the Government of India and some other State Governments. We cannot therefore accept that in respect of one class of employees alone of the State Government, however important they may be, the scales of pay laid down on a uniform basis for the country as a whole should be accepted *in toto*. Further the scales of pay of teaching staff in technical institutions cannot be seriously out of alignment with those of the technical staff in the different Engineering Departments of the State, and the scales of pay of Engineers themselves cannot again be entirely unrelated to those in administrative and other cadres shouldering responsibilities of a comparable nature. We have taken note of the present high levels of remuneration for Engineers under the Government of India and in the private sector and with due regard also to the importance of the work in which Engineers are engaged, we have suggested suitably enhanced scales of pay for different grades of engineering staff. The scales of pay to be proposed for the teaching staff in the technical institutions have to be necessarily related to the scales proposed by us for the different grades of Engineers in the Public Works Department and other departments in respect of whom the Government of India are not offering any financial assistance. Again, in fixing the scales of pay of technical staff in other departments, we have generally been guided by the principle that it is the pay in the initial stages in grades to which direct recruitment is generally made which is of significance in determining the quality of recruits and not so much the scales of pay in the higher grades which are filled largely by promotion. This principle does not cease to be relevant in the fixation of scales of pay of the teaching staff in the technical institutions. Likewise, on broad social considerations we have generally proposed a larger order of increase in emoluments for employees in the lower grades than for those in the higher grades and have denied any increase at all in emoluments for employees on a pay of Rs. 1,000 and above, and we feel that these considerations which apply equally to technical, as well as non-technical staff, point to the need for some degree of moderation in proposing the scales of pay for the higher paid staff in technical institutions.

7. In the light of the various considerations explained above, we have in the following paragraphs proposed revised scales of pay for teaching staff in Engineering Colleges as well as Polytechnics, and we suggest that the Government of India may be moved to accept these scales and extend financial assistance as promised by them without insisting upon complete adherence to the scales suggested by them.

ENGINEERING COLLEGES.

8. It is to the category of Assistant Lecturers and Laboratory Assistants that recruitment is made initially from among I or II class Engineering Graduates. A higher scale of pay than that proposed for Junior Engineers will be necessary if this category is to attract and retain candidates with high academic attainments. We therefore recommend a revised scale of Rs. 275—15—425 for it.

9. The Government of India have recommended a scale of Rs. 350—350—380—380—30—590—EB—770—40—850 for Lecturers in Engineering who are now in the scale of Rs. 260—40/2—500—50/2—700. We recommend a scale of Rs. 350—25—850 so that the initial pay may, as at present, be the same as that of Assistant Engineers and the maximum Rs. 200 higher as in the existing scale. This means a twenty-year scale in the place of the nineteen-year scale recommended by the Government of India. But as against this, the rate of increment in the initial years in the scale proposed by us is more favourable than under the Government of India scale. We are not also proposing any efficiency bars, as for reasons indicated elsewhere, we have not prescribed efficiency bars for any of the scales in the new pay structure.

10. There are only five Junior Lecturers in the scale of pay of Rs. 260—40/2—420 compared to twenty-five posts of Lecturers. The present scale of Junior Lecturers coincides with that of the Lecturers in the initial stages. We therefore suggest the merger of the Junior Lecturers with the category of Lecturers and the adoption of a uniform scale of Rs. 350—25—850.

11. Under the present service rules, the posts of Lecturers are to be filled by promotion from Junior Lecturers (in Engineering) or by transfer from Assistant Lecturers and Laboratory Assistants in the Madras Engineering Subordinate Service or by transfer from Assistant Engineers and, if no qualified and suitable person is available for appointment by any one of the above methods, by direct recruitment. Thus, direct recruitment is to be made only as a last resort. In view of the appreciable improvement in the scale of pay of Lecturers now proposed, we feel that an attempt should be made to recruit the best candidates with aptitude for teaching and research and this would be possible only if the rules

are amended to provide for a larger measure of direct recruitment. We accordingly recommend that in future direct recruitment should be made up to 50 per cent of the total number of posts of Lecturers.

12. For Lecturers and Senior Lecturers in Arts in the Engineering Colleges, we recommend the adoption of the scales proposed by us elsewhere for Lecturers and Principals of Arts Colleges in the collegiate branch of the Education Department, viz., Rs. 350—25—650 and Rs. 600—30—900, respectively.

13. The Government of India have recommended that the scale of Superintending Engineers in the State Public Works Department be adopted for Professors in Engineering Colleges. Posts in this category are filled either by promotion from the ranks of Lecturers or by transfer from the ranks of Executive Engineers and not by direct recruitment. Any considerable improvement in the quality of personnel at this level can come about as the end-product of a long-term process in which engineering graduates with high academic attainments and "flair" for research are attracted to the feeder grades. We feel that in this view a scale comparable to that of Superintending Engineers in this State which will represent too steep an increase on the existing scale cannot be expected to ensure an immediate improvement in the quality of staff at this level. We consider that for the present it would suffice if the Professors are allowed the same pay as proposed by us for Executive Engineers (Ordinary Grade) in the initial stages but with a higher maximum, the Professors for Post-Graduate Courses (at present five in number) being allowed a higher scale, viz., the same as Superintending Engineer. This will incidentally conform to the scale proposed by the Government of India. We accordingly recommend a scale of Rs. 600—40—1,000—50—1,100 for Professors who may hereafter be called "Associate Professors", and a scale of Rs. 1,100—50—1,300 for Professors for Post-Graduate Courses.

14. The Government of India have recommended that the Principals of Engineering Colleges should be placed on the same scale as Chief Engineers of the States. We have generally not proposed any improvement in scales of pay above Rs. 1,000. Further, without minimising in any way the importance of the posts of Principals, we feel that the financial and administrative responsibilities of a Chief Engineer are far more onerous than those of Principals. The present scale of Principals is almost identical with that of Superintending Engineers. But consistent with the spirit in which the whole scheme of revision of scales of pay of technical teachers has been framed, we recommend that the Principals be allowed the scale of pay of Professors for Post-Graduate Courses, and in addition a special pay of Rs. 200 if they are in charge of colleges with Post-Graduate Courses and otherwise a special pay of Rs. 150.

15. The scale of pay proposed by us for the different grades of teaching staff in Government Engineering Colleges may be extended also to corresponding grades of staff in private engineering colleges as the Government of India's offer of financial assistance covers such private institutions.

POLYTECHNICS.

16. We examine below the scales of pay of Polytechnics including the Regional School of Printing Technology and Institute of Leather Technology. It is not clear to us whether the financial assistance offered by the Government of India will cover the staff of the Regional School of Printing Technology and Institute of Leather Technology. This point may be got clarified.

17. Instructors and Demonstrators in Polytechnics correspond to Junior Instructors in the Government of India's scheme for whom they have recommended a scale of Rs. 160—10—300. The existing scale of pay of Instructors and Demonstrators in different subjects in the Polytechnics represents the lower slab of the Supervisor's scale. We consider that a higher initial pay than that of Supervisors in the Public Works Department will have to be allowed if these posts are to be manned by suitable personnel. We accordingly recommend a scale of Rs. 175—10—275 for this category.

18. In Polytechnics under the State Government, there are no posts called Senior Instructors for whom the Government of India have proposed a scale of Rs. 260—500. The nearest comparable posts in Madras State are those of Assistant Lecturers. They are

appointed either by direct recruitment or by transfer from any other class, or category of service or by promotion from Instructors or Demonstrators. The scale proposed by the Government of India for Senior Instructors will represent too steep an increase on the existing scale and will be out of step with the scales suggested for technical staff with comparable qualifications in the Public Works and the Highways Departments. Keeping this in view and consistent with the scale proposed by us for Instructors from which promotion to this category is contemplated, we recommend a scale of Rs. 225—15—375.

19. For Lecturers in Polytechnics, the Government of India have recommended the same scale (i.e., Rs. 350—850) as for Lecturers in Engineering Colleges. Having regard to the qualifications prescribed for the post, we feel that the above scale is excessive. We consider that a scale of Rs. 275—15—425 identical with that of Assistant Lecturers in Engineering Colleges will be adequate and fair. We also suggest that a larger number of graduates should be recruited direct at this level. This scale may be fixed for all Lecturers in the Polytechnics as well as in the Regional School of Printing Technology and Institute of Leather Technology.

20. The present scale of heads of sections is appreciably lower than that of Assistant Engineers and has to be stepped up to the level of the Assistant Engineers if the standards of instruction in Polytechnics are to be improved. We therefore recommend a revised scale of Rs. 350—25—650 for all heads of sections in Polytechnics including Engineering heads of sections as it will be invidious to differentiate among heads of different sections in the same institution.

21. We propose for the post of Foot-wear Assistant, the same scale of Rs. 350—25—650 as recommended by us for heads of sections. We understand from the Director that the existing incumbent is not fully qualified. In view of the higher scale proposed by us, the Government may consider the feasibility of prescribing a higher qualification, viz., a degree in Leather Technology for the post; if a degree is eventually not prescribed, a lower scale should suffice.

22. The Principals of Polytechnics are now on a scale intermediate between those of Assistant Engineers and Executive Engineers and with due regard to the upgrading of the posts at lower levels, we suggest a revised scale of Rs. 600—40—1,000 for Principals thus assuring them parity with Executive Engineers.

23. We notice that some of the teaching posts in Polytechnics, even at levels of heads of sections and Principals, are at present held only by diploma holders. If the improvement in scales now suggested is to be followed by any material improvement in the standards of instruction in Polytechnics, it will be necessary to review critically the attainments of the existing staff. In this process some of them may have to be fitted into positions suited to their qualifications and this may involve a re-designation of the posts held by them. To illustrate, a head of a section not coming up to the standards necessary in the new set-up, may have to be allowed during the transitional period the scale of pay proposed for a lower grade, such as a Lecturer.

24. For Principals of the Regional School of Printing Technology and Institute of Leather Technology, we recommend, for the present, a scale of Rs. 600—30—900. If the posts are upgraded and higher qualifications are prescribed, a scale of Rs. 600—40—1,000 will not be inappropriate.

ADMINISTRATIVE BRANCH.

25. We recommend for the Assistant Director of Technical Education the same scale as proposed by us elsewhere for Executive Engineers (Ordinary Grade) plus a special pay of Rs. 50 and for the Deputy Director of Technical Education, the same scale as for Superintending Engineers plus a special pay of Rs. 200.

26. The Director of Technical Education has urged that he should be allowed a special pay of Rs. 300 for the additional responsibilities entrusted to him as Head of the Department of Technical Education in addition to his normal duties. We feel that it will be wrong in principle to allow any special pay or additional remuneration in any other form to an officer for any additional work entrusted to him in an ex-officio capacity; we may also add that the Fundamental Rules prohibit the grant of special pay in such circumstances. If the work in regard to Technical Education is appreciable, the appropriate course will be to sanction additional staff to assist the Chief Engineer or even to create a separate post of Director of Technical Education.

CHAPTER XXXVII.

POLICE DEPARTMENT.

1. The Police Department is responsible mainly for the maintenance of law and order and the detection of crimes. While the ordinary Police Force attends to these primary police duties, the Armed Reserve stationed in the city and the districts deal with emergencies such as riots, disturbances, etc. The Railway Police is responsible for the preservation of law and order within railway limits. There is in addition the Criminal Investigation Department which deals with crimes of a special character and criminal organisations of more than local importance. The Finger Print Bureau dealing with the finger print work aids in the detection of crimes.

2. With reference to the nature of the work, the posts in this department can be broadly classified as (i) posts that are in common with other departments; and (ii) posts that are special to the department in the following branches :—

(A) General Branch (City and Mufassal Police)—

(i) Ministerial.

(ii) Non-Ministerial.

(B) Reserve Police Branch.

(C) Malabar Special Police and Special Armed Police.

(D) Special Branch (C.I.D.).

(E) Harbour Boat Crew.

(F) Police Radio Branch.

(G) Finger Print Bureau.

(H) Shorthand Bureau.

(I) Prosecuting Staff.

(J) Police Training College.

The table below shows the several categories of staff and the scales of pay allowed to them at present :—

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2) RS.	(3)
I. POSTS IN COMMON WITH OTHER DEPARTMENTS.		
1 Peons	18—1—25	65
2 Typists and Steno-typists	45—3—60—2—90	80
3 Lower Division Clerks	45—3—60—2—90	665
4 Telephone Operators	45—3—60—2—90	3
5 Upper Division Clerks	80—5—110	134
6 Do.	80—5—110—3—125	44
7 Junior Superintendents	140—5—190	15
8 Cash Keepers		
9 Senior Superintendents	190—10—240	4
10 Superintendents	250—10—300	2
II. POSTS SPECIAL TO THE DEPARTMENT.		
(A) General Branch.		
Ministerial.		
11 Shroff, Grade II	40—2—60—1—65	1
12 Shroffs, Grade I	40—2—60—1—70	3
13 Accountants	110—5—125	68
14 Head Clerks		
15 Office Superintendents (District Police Offices).	170—10—220	28
Non-Ministerial.		
16 Police Constables (Men)	30— $\frac{1}{2}$ (A)—40	23,643
17 Police Constables (Women)		
18 Sowars		

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2) RS.	(3)
II. POSTS SPECIAL TO THE DEPARTMENT—cont.		
(A) General Branch—cont.		
Non-Ministerial—cont.		
19 Head Constables	40—1—50—EB—2—60	3,351
20 Lance Duffadars		4
21 Duffadar		1
22 Assistant Sub-Inspectors (Men)	60—2—80—1—90	61
23 Assistant Sub-Inspector (Woman)		1
24 Sub-Inspectors	80—3—95—4—115—EB—2— 135—EB—3—150.	1,310
25 Inspectors	175—10—225—EB—10—275	277
26 Personal Assistant (Administration)	250—50/2—500	1
27 Personal Assistants to the Superintendents of Police.		4
28 State Examiner of Questioned Documents	250—50/2—500	1
29 Deputy Superintendents of Police	280—30/2—310—40/2—350— 50/2—650.	89
30 Additional Superintendents of Police	600—50/2—1,000	4
31 Superintendents of Police (in-charge of districts).	600—40—1,000—1,000—1,050— 1,100—1,100—1,150.	14
32 Superintendents of Police, C.I.D.		2
33 Principal, Police Training College, Vellore		1
34 Commandant, M.S.P.		1
35 Deputy Commissioners of Police		3
36 Assistant Inspector-General of Police	1,950—50—2,150	1
37 Commissioner of Police		5
38 Deputy Inspectors-General of Police	2,500—125—3,000	1
39 Inspector-General of Police		
(B) Reserve Police Branch.		
40 Constables	30— $\frac{1}{2}$ —40	Number of posts included in General Branch.
41 Head Constables	40—1—50—EB—2—60	Do.
42 Jamedars	65—1—75—EB—1—80	71
43 Sergeants	80—3—95—4—115—EB—2— 135—EB—3—150.	162
44 Reserve Inspectors	175—10—225—EB—10—275	24
45 Deputy Superintendents of Police	280—30/2—310—40/2—350— 50/2—650.	4
(C) Malabar Special Police and Special Armed Police.		
46 Bugler Boys	20—1—22	12
47 Followers	25— $\frac{1}{2}$ —35	86
48 Constables	32— $\frac{1}{2}$ —43	2,766
49 Lance Naiks	32— $\frac{1}{2}$ —43	274
50 Naiks	45— $\frac{1}{2}$ —50	232
51 Havildars including Company Quarter-Master Havildars.	55— $\frac{1}{2}$ —60	107
52 Havildars-Major	65— $\frac{1}{2}$ —70	22
53 Jamedars including Jamedars-Adjutant	85—3—100	88
54 Subedars	150—3—180	23
55 Subedars-Major	150—3—180	5
56 Hindi Pandit	55—5—115	1
57 Assistant Commandants (M.S.P.)	300—25/2—400—50/2—650	7
58 Assistant Commandants (S.A.P.)	300—30/2—390—40/2—550— 50/2—700.	5
59 Commandant (S.A.P.)	600—40—1,000—1,000—1,050— 1,100—1,100—1,150.	1

Serial number and designation.	Existing scale of pay.	Number of posts.
(1)	(2)	(3)
RS.		
II. POSTS SPECIAL TO THE DEPARTMENT— <i>cont.</i>		
(D) <i>Special Branch, C.I.D.</i>		
60 Assistant Photographer	90—3—120	1
61 Photographer	150—10—200	1
62 Clerks, Special Branch (C.I.D.)	140—5—190	39
63 Clerks, Intelligence Section (C.P.O.)		
64 Assistant Managers, Special Branch C.I.D.	190—10—240	3
65 Assistant Manager, Intelligence Section (C.P.O.).		
66 Manager, Special Branch, C.I.D.	200—20—400	1
(E) <i>Harbour Boat Crew.</i>		
67 Boatmen	17—1—26	8
68 Lascars		
69 Tindals	25—1—35	2
70 Serangs	30—1—40	2
71 Driver, Grade II	30—1—45	1
72 Driver, Grade I	45—1—55	1
(F) <i>Police Radio Branch.</i>		
73 Radio Electricians	60—3—90	22
74 Radio Supervisors	80—5—200	12
75 Technical Assistant to Police Radio Officer	250—30/2—340—40/2—500	1
76 Police Radio Officer	600—75/2—900	1
(G) <i>Finger Print Bureau.</i>		
77 Finger Print Searchers	45—3—60—2—90 plus Rs. 15 special pay.	20
78 Finger Print Experts	80—3—95—5—125 plus Rs. 25 special pay.	20
79 Tester Sub-Inspectors	125—5—150 plus Rs. 30 special pay.	3
80 Assistant Superintendent	120—5—170 plus Rs. 30 special pay.	1
81 Superintendent	140—5—190 plus Rs. 40 special pay.	1
(H) <i>Shorthand Bureau.</i>		
82 Junior Reporters	80—3—95—4—115—EB—2—135—EB—3—150.	28
83 Senior Reporters	175—10—275	3
(I) <i>Prosecuting Staff.</i>		
84 Assistant State Prosecutors	300—10—400	9
85 Chief Assistant State Prosecutor	400—50/2—650	1
86 Legal Advisor to the Deputy Inspector-General of Police, Railways and C.I.D.		
(J) <i>Police Training College.</i>		
87 Band Master	100—5—165	1
88 Plan Drawing Instructor	100—5—150—10—250	1

3. Of the categories of staff mentioned above, items 1 to 10 are common to all departments and our recommendations in regard to these posts will be found elsewhere in our report.

The posts mentioned in items 31 to 39 are included in the I.P.S. cadre. We have not therefore suggested any change in regard to these posts.

4. Before examining at length the scales of pay of different ranks of the Police Force, it is convenient to consider the revised scales of pay for some of the posts now on rather odd scales.

(A) GENERAL BRANCH (MINISTERIAL).

5. *Shroffs*.—There are two grades of Shroffs—Shroffs, Grade I, on Rs. 40—2—60—1—70 and Shroff, Grade II, on Rs. 40—2—60—1—65, in this department. The existing scales are overlapping and there is only one post in Grade II. We therefore recommend that the two grades may be combined and allowed a scale of Rs. 90—3—105—4—125.

6. *Accountants—Head Clerks*.—The posts of Accountants and Head Clerks now on a scale of Rs. 110—5—125 may be considered next. The Accountants in the District Police Offices are in charge of accounts and audit and stores sections. They supervise the work of audit clerks attending to pay bills, T.A. bills, leave, pension, C.P.P.F. Contingencies, etc. They maintain the cash book and also scrutinise the personal registers, bills registers, etc., of the clerks in the sections under them. The Head Clerks in the City Police Office and in the office of the C.I.D. attend to functions similar to those of the Accountants. In the general revision of salaries in 1947, the Accountants were treated on a par with Upper Division Clerks and allowed a scale of Rs. 80—3—95—5—125. In 1949, the Accountants were allowed a higher starting pay of Rs. 95 in the above scale. In 1952, the starting pay of the Accountants was further raised to Rs. 110 in scale of Rs. 80—3—95—5—125. This was done in order to remove the anomaly of Upper Division Clerks drawing more pay than the Accountants under whom they were working. The Non-Gazetted Officers' Association has requested that the Accountants in the Police Department should be assured parity with Junior Superintendents in the Madras Ministerial Service. The Accountants in the Police Department are now allowed only a starting pay of Rs. 110 in the scale of Rs. 80—3—95—5—125. The Accountant's scale Rs. 110—5—125 is thus only a "chunk" of the scale of Upper Division Clerks in the Ministerial Service. They cannot therefore be allowed the same scale as Junior Superintendents who are now on a scale of Rs. 140—5—190. As however the Accountants have to supervise the work of some of the Upper Division Clerks we consider that a scale intermediate between that of Upper Division Clerk and Superintendent will be appropriate and therefore propose a revised scale of Rs. 150—5—200 for the Accountants and Head Clerks. Incidentally this is also the scale which we have proposed for Taluk Head Accountants, etc.

7. *Office Superintendents (District Police Offices)*.—The next higher category in the District Police Offices is that of Office Superintendent. He is generally in charge of one or two important sections and in addition exercises general supervision over the ministerial staff in District Police Office. In the General revision of scales in 1947 this category was treated on a par with that of Junior Superintendents and allowed a scale of Rs. 140—5—190. In 1951 the scale was revised to Rs. 170—10—220 on the analogy of the scale allowed to the Managers of Public Works Circle Offices. We find that these Office Superintendents have to supervise and guide on an average about thirty to forty clerks in each District Police Office. Having regard to the onerous duties attached to these posts, we recommend a revised scale of Rs. 250—10—300 for this category. We also feel that these posts may be appropriately re-designated as "Managers".

8. We now turn to the scale of pay of the non-ministerial posts in the General Branch :—

Police Constables.—The Police Constables form numerically the largest category in the Police Department. Their duties are too well known to need recounting here. They are now on a scale of Rs. 30— $\frac{1}{2}$ (A)—40 and at present about 25 per cent of the Constables can aspire for promotion as Head Constables. We consider and the Inspector-General of Police agrees with us that it will be sufficient to allow a fifteen years' scale for them as against the existing twenty-year scale. The Constables are assured of rent-free quarters, and in this respect they are better off than other Government employees as house rent constitutes an important element in the cost of living. But in view of their arduous duties their present emoluments deserve to be stepped up and in particular their present low rate of increment has to be raised. We therefore propose a revised scale of pay of Rs. 65—1—70—2—90 for them.

9. There is a wide-spread feeling that persons with higher educational qualifications should be attracted to the Police force. A different view is however held in certain quarters that for the satisfactory discharge of the duties of Police Constable what is needed is not so much high educational qualifications as physical fitness, tact and sympathy towards the public.

10. We have considered both these points of view and while there is a lot to be said in favour of the latter view, we feel that an attempt should be made to recruit persons with higher educational qualifications to the Police force in view of the changing complexion of their duties and responsibilities in a democratic State. Persons who are educationally well qualified will, generally speaking, be able to handle men and matters in a more satisfactory manner. We discussed with the Inspector-General of Police whether in this view a higher initial pay might be allowed for candidates who have studied up to the S.S.L.C. class in order to attract people with higher qualifications for the Police force. We have not, however, pursued the suggestion further, as we have been advised that it may be invidious in a disciplined force like the Police to regulate the pay of any class of employees with reference to their educational qualifications.

11. It has been suggested to us that in view of the special nature of the work of Constables and Head Constables provision should be made for the recognition of outstanding work among them by the grant of a suitable proficiency special pay. We understand that since 1944, such a scheme of proficiency special pay has been in force in respect of Constables and Head Constables in the Armed Reserves. This proficiency special pay is granted on the basis of a proficiency test admission to which is open only to men who obtain 50 per cent or more of the possible score in musketry practices and who have had a satisfactory record of service during the previous year. The proficiency special pay is granted at Re. 1 per mensem for a Constable and at Rs. 2 for a Head Constable for a period of one year. We agree with the suggestion made to us that a similar scheme may be extended to Constable and Head Constables in the general Police force also. The proficiency special pay may take the form of an advance increment for a period of one year. The conditions for the grant of proficiency pay should be so framed as to provide for recognition of really outstanding work, and care should be taken to ensure that it does not in practice become a routine affair resulting in undeserved rewards for mediocre service, merely because of freedom from punishment. There should be tests, both objective and subjective, for determining the eligibility for proficiency pay and the assessment should be made by an officer not lower in rank than a Subdivisional Officer. We would also stress that among the various aspects of the work of a Constable or Head Constable which may come up for assessment, the greatest importance should be attached to his relationship with the public and his general reputation for integrity, courtesy and tact in the discharge of his duties.

12. *Sowar*.—The Sowars are now graded with Police Constables and may therefore be placed on the same scale of Rs. 65—1—70—2—90.

13. *Head Constables*.—The next higher category is that of Head Constables. They are now on a fifteen-year scale of Rs. 40—1—50—EB—2—60. As all posts in this category are filled only by promotion, a ten-year scale will be sufficient. Bearing this in mind and consistent with the improved emoluments proposed for Police Constables, we recommend a revised scale of Rs. 85—2—105 for the posts of Head Constables.

14. *Lance Duffadar—Duffadar*.—The posts of Lance Duffadars and Duffadars may also be allowed as at present the same scale as Head Constables.

15. *Assistant Sub-Inspectors*.—The Government have recently introduced a new category called the Assistant Sub-Inspectors of Police mainly with a view to give relief to the Sub-Inspectors in charge of heavy stations. These Assistant Sub-Inspectors attend to the investigation of simple cases, enquire into petitions, supervise process work, section duties and attend to scriptory work in stations. At present there are 62 posts of Assistant Sub-Inspectors filled up partly by direct recruitment and partly by promotion. The direct recruits should have passed the S.S.L.C. Examination. We understand that it is proposed to increase the number of posts in this category and also prescribe a pass in the Pre-University Examination for these posts. Having regard to these considerations, we recommend a revised scale of pay of Rs. 110—3—140 for this category. During training, the Assistant Sub-Inspectors are now allowed a pay of Rs. 50. Consistently with our recommendations elsewhere, we propose that they may be allowed the initial pay of the post during the training period.

16. *Sub-Inspectors*.—The next higher category is that of Sub-Inspectors. They are employed as Station House Officers and Assistant Station House Officers. The Sub-Inspector in charge of a Police Station is responsible for the Police administration of his charge. He regulates the duties of his subordinates and takes measures for the preservation of peace and the prevention and detection of crime within the limits of his station. The qualification laid down for direct recruits is a University degree. We have generally

allowed only a starting pay of Rs. 125 for posts for which a University degree has been prescribed as the qualification. But Sub-Inspectors of Police have to discharge more onerous duties than their compeers in other departments. Having regard to the nature of the duties attached to this post and the need to improve the standards of recruitment at this level, we recommend a revised scale of Rs. 140—5—220 for Sub-Inspectors of Police. As there is a fairly large element of direct recruitment to these posts, we have found it necessary to prescribe a long-time-scale.

17. *Inspectors of Police.*—Next in the hierarchy are the Inspectors of Police. Each Inspector is in charge of a circle. He supervises the police work in his circle and maintains discipline among his subordinates. He has to inspect the police stations of his circle once every half year. Whenever a crime of any importance occurs in his circle he is expected to proceed to the spot and personally supervise and guide the investigations. We recommend a revised scale of Rs. 225—15—375 for this category.

18. *Deputy Superintendents of Police.*—The Deputy Superintendents of Police are the officers in the next higher grade in the department. They are in charge of sub-divisions and investigate all grave crimes. They also carry out periodical inspection of Police stations and out-posts in their charges. It has been urged that a selection grade of Deputy Superintendents of Police should be created in order to enlarge the present opportunity for promotion at this level. We have considered this request. A definite quota for promotion to the Indian Police Service from among the State Police Service has been fixed. Besides, only recently a category of additional District Superintendents of Police has been created to which the Deputy Superintendents may be promoted pending their promotion in due course to the I.P.S. Cadre. We do not therefore recommend the creation of a selection grade of the Deputy Superintendents of Police. The Deputy Superintendents of Police are now on a slightly lower scale of pay than that of Deputy Collectors. In view of their importance in the present scheme of police administration and the need to unify as far as possible scales of pay which are substantially identical, we recommend a revised scale of pay of Rs. 375—25—800 the same as that of Deputy Collectors for this category.

19. *Additional Superintendents of Police.*—The next higher category is that of Additional Superintendents of Police. These posts were created in 1955 in connexion with the reorganization of the Police Department consequent on the transfer of the Prohibition enforcement work from the Excise to the Police Department. They were originally on the senior time-scale of the I.P.S., viz., Rs. 600—1,150. Later on, the scale was stepped down to Rs. 600—1,000 with a view to differentiate these posts from those of Superintendents of Police. Under the direction of the Superintendents of Police, the Additional Superintendents supervise the grave crime reports of Subdivisional Officers and check their work. They also supervise the work of the District Intelligence Bureau and also assist the Superintendents of Police in the training and administration of the Armed Reserve. We have not generally given any increase in emoluments for non-technical posts at this level and the present scale does not therefore call for any improvement. We recommend that these posts may be allowed either the senior time-scale of pay of the I.P.S. or if on administrative considerations, Government want to maintain a distinction between Additional Superintendents of Police and Superintendents of Police a scale of Rs. 600—40—1,000. We are aware that this latter suggestion involves a slight reduction in the maximum and minimum of the present total emoluments of the posts, but as against this we are proposing a higher rate of annual increment. Further in the interests of rationalization we are unable to recommend any scale intermediate between Rs. 600—40—1,000 and the senior time-scale of I.P.S. The next higher scale in our revised pay structure is Rs. 700—50—1,100; but this may not be appropriate as the senior time-scale of I.P.S. provides for an increment of only Rs. 40 and it will be incongruous to allow this category a higher rate of increment than that of Superintendent of Police.

20. *Personal Assistant (Administration) Personal Assistants to Superintendents of Police.*—There are five posts of Personal Assistants—one post in the office of the Inspector-General of Police and four posts under District Superintendents of Police—on Rs. 250—50/2—500. These are administrative posts. The existing scale itself is higher than the scale allowed to similar gazetted Assistants in other departments, and no further improvement on the present scale is therefore necessary. In the interests of rationalization we however recommend a revised scale of Rs. 300—25—600 for these posts.

21. *State Examiner of Questioned Documents.*—The post of State Examiner of Questioned Documents is now on an odd scale. In the interests of rationalization, we recommend a revised scale of Rs. 300—25—600 for this post.

(B) RESERVE POLICE BRANCH.

22. The gradation of the different posts in the Reserve Police Branch and their scales of pay conform to the same pattern as in the general Police force. Having regard to the present relativities between scales of pay in the two branches we recommend the following scales for the posts in the Reserve Police :—

Reserve Police.

Reserve Constables	Rs. 65—1—70—2—90 (the same scale as that of Police Constables).
Reserve Head Constables	Rs. 85—2—105 (the same scale as that of Head Constables).
Jamedars	Rs. 110—3—140 (the same scale as that of Assistant Sub-Inspectors).
Sergeants	Rs. 140—5—220 (the same scale as that of Sub-Inspectors).
Reserve Inspectors	Rs. 225—15—375 (the same scale as that of Inspectors of Police).

(C) MALABAR SPECIAL POLICE AND SPECIAL ARMED POLICE.

23. *Bugler Boys*.—The Bugler Boys form the lowest category in the Special Police Establishment. They are now on an odd scale the minimum pay being higher than that of the last grade servants and the maximum lower. In the interests of rationalization, we recommend a scale of Rs. 50—1—60 for these posts.

24. *Followers*.—The next higher category is that of followers. They are attached to the M.S.P. and S.A.P. Units and they attend to odd jobs while on camp. They are now on a scale which is more or less identical with that of Attenders. We accordingly recommend a revised scale of Rs. 55—1—70 for this category.

25. *Constables*.—The next higher and numerically larger category in the M.S.P. and S.A.P. Units is that of Constables. They are now on a slightly higher scale than the Constables in the General Branch. We propose that they may be allowed the same revised scale of pay as Police Constables and a special pay of Rs. 2 in addition in order to maintain the existing differential between them and the Police Constables in the General Branch.

26. *Lance Naik*.—The Lance Naiks, being at present on the same scale as Constables, may similarly be allowed a revised scale of pay identical with that of Police Constables and in addition a special pay of Rs. 2.

27. *Naik*.—Above the level of Constables and Lance Naiks the organization of Malabar Special Police and Special Armed Police is slightly different from that of the General Police Force. While in the general police force, apart from the new and small category of Assistant Sub-Inspectors, there is only one grade, viz., that of the Head Constable between the Constables and the Sub-Inspectors, in the M.S.P. and S.A.P. there are three grades—Naiks, Havildars, and Havildar-Major—between the Constables and Lance Naiks on the one hand and the Jamedar on the other. The Jamedars are comparable to Sub-Inspectors in the general police force. In the course of his discussions with us the Inspector-General pointed out that the scales of pay of the three intermediate grades might be settled independently and without seeking to maintain the existing relationship between their scale of pay and those of Head Constables. We accordingly propose the following revised scales of pay for these three grades :—

	RS.
Naiks	85—2—105
Havildar including Company Quarter Master Havildar ..	110—2—120
Havildar-Major	120—3—150

28. The Inspector-General has proposed before us, and we agree with him, that from the level of Jamedars onwards the organization and scales of pay of the posts in the M.S.P. and S.A.P. should be brought in line with the general police force. We accordingly suggest that the posts of Jamedar, Subedar including Subedar-Major and

Assistant Commandants may be equated to those of Sub-Inspectors, Inspectors and Deputy Superintendents of Police in the general police and allowed the following revised scales of pay :—

	RS.
Jamedars including Jamedar Adjutant	140—5—220
Subedar including Subedar-Major	225—15—375
Assistant Commandant (M.S.P.) and Assistant Commandant (S.A.P.)	375—25—800

29. We suggest that the special pay of Rs. 50 attached to posts of Subedars-Major may be continued. Our proposals will also iron out the minor differences between the substantially similar scales of pay of Assistant Commandants (M.S.P.) and Assistant Commandants (S.A.P.) and assure both the categories parity with Deputy Superintendents of Police.

30. The Commandant who is the head of the Special Armed Units is now on a scale of pay of Rs. 600—40—1,000—1,000—1,050—1,100—1,100—1,150. We suggest that this post may be placed on the same scale of pay as Superintendents of Police, if held by an I.P.S. Officer and if not on the scale Rs. 600—40—1,000 proposed for Additional Superintendents of Police.

(D) SPECIAL BRANCH (C.I.D.).

31. *Clerks (Special Branch, C.I.D.), Clerks (Intelligence Section, City Police Office).*—The clerks in the Special Branch, C.I.D. and in the Intelligence Section of the City Police Office form a large category in the ministerial staff of the Special Branch. These posts are now on a scale of Rs. 140—5—190. Though these posts are now on the scale as that of Junior Superintendents, they do not involve any supervisory duties. It will therefore suffice if a scale of Rs. 180—5—200—10—250 is allowed for clerks in the Special Branch (C.I.D.) and the Intelligence Section, City Police Office.

32. *Assistant Managers.*—The next higher category is that of Assistant Managers. There are 4 posts—three posts in the Special Branch, C.I.D. and one post in the City Police Office—in this category. They are now on a scale of Rs. 190—10—240. The scale corresponds to that of Senior Superintendents in the offices of Heads of Departments. For posts on this scale in other departments, we have recommended a revised scale of Rs. 250—10—300 and the same may be adopted for the posts of Assistant Managers as well.

33. *Manager.*—The post of Manager constitutes the next higher category in the Special Branch. This post is now on a scale of Rs. 200—20—400. We recommend a revised scale of Rs. 250—25—500 for this post.

(E) HARBOUR BOAT CREW.

34. *Boatmen Lascars.*—The posts of Boatmen and Lascar are now on a scale of Rs. 17—1—26. The existing scale is virtually the same as that of last grade servants. We therefore recommend a revised scale of Rs. 50—1—60 for these posts.

35. *Tindals—Serangs.*—The posts of Tindal and Serang constitute the next higher category. The Tindals are now on a scale of Rs. 25—1—35, and the Serangs on Rs. 30—1—40. Having regard to the scale proposed by us for similar posts in the Fisheries Department, we recommend a common scale of Rs. 60—1—75 for both these categories.

(F) POLICE RADIO BRANCH.

36. *Radio Electricians.*—There are now 22 posts of Radio Electricians on a scale of Rs. 60—3—90. Unlike the Electricians in other departments, the Electricians in the Police Radio Branch attend to receiving as well as transmitting sets. In view of the specially arduous nature of the duties attached to these posts, we recommend a revised scale of Rs. 110—3—140 for them.

37. *Radio Supervisors.*—The next higher category is that of Radio Supervisors on a scale of Rs. 80—5—200. The existing scale is the same as that of Radio Supervisors in the Public Works Department and we therefore recommend a revised scale of Rs. 125—5—150—10—300 (the same scale as for the Radio Supervisors in Public Works Department) for these posts. We also recommend that the existing special pay of Rs. 25 per mensem allowed to these posts in the Police Department may be continued.

38. *Technical Assistant to the Police Radio Officer.*—The next higher post of Technical Assistant to the Police Radio Officer is on a scale more or less corresponding to that of Assistant Engineers in the Public Works Department. We therefore recommend a revised scale of Rs. 350—25—650 for this post.

39. *Police Radio Officer.*—The Police Radio Officer is the head of the Police Radio Branch. The post is now on a scale of Rs. 600—75/2—900, which is higher than that of the Radio Engineer in the State Broadcasting Department. It was urged before us that having regard to the high technical qualifications needed for the post the maximum of the present scale has to be raised suitably. We therefore propose a revised scale of Rs. 700—50—1,100 for this post.

(G) FINGER PRINT BUREAU.

40. *Finger Print Searchers.*—The Finger Print Searchers are now on the same scale as that of Lower Division Clerks. We therefore recommend a revised scale of Rs. 90—4—110—3—140 for them. They may also be allowed the existing special pay of Rs. 15 per mensem.

41. *Finger Print Expert.*—The Finger Print Experts, who constitute the next higher category are on a scale of pay identical with that of Upper Division Clerks. We therefore suggest a revised scale of Rs. 125—5—175 (the same as for Upper Division Clerks) for these posts, the existing special pay of Rs. 25 per mensem being also continued.

42. *Tester Sub-Inspectors.*—The Tester Sub-Inspector is the next higher category in this Bureau. There are now three posts in this category on a scale of Rs. 125—5—150. We recommend a revised scale of Rs. 175—5—225 for them and in addition a special pay of Rs. 30 as at present.

43. *Assistant Superintendent.*—The next higher post in the Bureau is that of the Assistant Superintendent on a scale of Rs. 120—5—170. This scale overlaps considerably the present scale of Tester Sub-Inspectors. Keeping this feature in view we recommend a revised scale of Rs. 180—5—200—10—250 for this post. The existing special pay of Rs. 30 per mensem may also be continued.

44. *Superintendent.*—The Superintendent is the next higher officer in the Finger Print Bureau. The post is now on a scale of Rs. 140—5—190. It has been urged before us that Superintendent of the Finger Print Bureau as the Chief Officer of the Bureau has to represent the State at Conferences within the State as well as outside. We therefore consider that some improvement in his emoluments is necessary to give him a higher status than at present. We accordingly recommend that the post of Superintendent, Finger Print Bureau, may be gazetted. We also recommend a revised scale of Rs. 250—15—400 for this post, the existing special pay of Rs. 40 per mensem being also continued.

(H) SHORTHAND BUREAU.

45. *Reporters.*—The Reporters in the Shorthand Bureau attend public meetings and conferences of the various political parties, record the proceedings verbatim and submit summarised reports. There are now two grades of Reporters—the Junior Reporters on Rs. 80—150 and the Senior Reporters on Rs. 175—275 in the Shorthand Bureau. They correspond to Sub-Inspectors and Inspectors of Police in General Branch. We recommend that in the interests of the smooth working of the department, the existing parity may be maintained. We accordingly recommend a scale of Rs. 140—5—220 for the Junior Reporters and Rs. 225—15—375 for the Senior Reporters. The existing special pays attached to these posts may also be continued.

(I) PROSECUTING STAFF.

46. *Assistant State Prosecutors.*—The Assistant State Prosecutors conduct prosecutions on behalf of the State in the Criminal Courts in the City. There are nine posts in this category and they are on a scale of Rs. 300—10—400. They have important duties to perform and their prospects of promotion are restricted. The maximum of their present scale of pay deserves therefore to be raised and we accordingly recommend a scale of Rs. 375—15—450—25—575 for this category.

47. *Chief Assistant State Prosecutor—Legal Adviser to the Deputy Inspector-General of Police.*—The next higher posts are those of the Chief Assistant State Prosecutor and the Legal Adviser to the Deputy Inspector-General of Police, Railways and C.I.D. They are now on a scale of Rs. 400—50/2—650. We recommend a revised scale of Rs. 450—25—800 for these posts.

(J) POLICE TRAINING COLLEGE.

48. *Band Master*.—The post of Band Master in the Police Training College is now on a scale of Rs. 100—5—165. This scale was fixed in 1949. Having regard to the duties attached to this post, we recommend a scale of Rs. 150—5—200 for it.

49. *Plan Drawing Instructor*.—There is an isolated post of Plan Drawing Instructor in this institution. The qualification prescribed for this post and the existing scale of pay are the same as those of Supervisors in the Public Works Department. We therefore recommend a revised scale of Rs. 150—5—175—10—225—15—375 for this post.

The revised scales of pay of the remaining posts are indicated in Part IV.

CHAPTER XXXVIII.

JAIL DEPARTMENT.

1. The Jail Department is under the Inspector-General of Prisons who is in charge of the administration of Jails as well as the administration of the Madras Probation of Offenders Act. The Borstal School at Palayamkottai and the After-care Homes for persons discharged from correctional institutions are also under his control. At present there are seven Central Jails, two District and Special Jails and 125 Sub-Jails including Special Sub-Jails. The number of prisoners admitted and discharged during a year is of the order of 2.2 lakhs. The work of the Jail Department is not merely punitive but also reformatory. With this end in view, each jail is provided with a well-equipped elementary school and provision is also made for vocational training. The prisoners are employed in industries like weaving, carpentry, blacksmithy, book-binding, paper-making, etc. so as to make them better equipped to live as useful and honest members of the society. All these activities are reflected in the staffing pattern of the department which now employs besides purely regulatory staff like Warders, Jailors, etc., other staff such as teachers, Chief Instructors and skilled workmen and mechanics.

2. The existing strength and scale of pay of the various categories of staff in this department are indicated in the statement below :—

Serial number and name of the post. (1)	Existing scale. (2) RS.	Number of posts. (3)
1 Peons and Peon Warders	18—1—25	145
2 Nursing Orderlies	24— $\frac{1}{2}$ —30	23
3 Duffadar	22—1—30	1
4 Attenders	24—1—35	13
5 Lower Division Clerks, Typists, Steno-typists.	45—3—60—2—90 plus special pay.	72
6 Upper Division Clerks	80—5—110	36
7 Junior Superintendents, Office Managers, Grade I.	140—5—190	5
8 Office Managers, Grade II	115—5—140	3
9 Lorry Drivers	40—1—50	3
10 Agricultural Instructor	100—5—140—EB—10—190	1
11 Higher Grade Teachers	30—1—50	25
12 Secondary Grade Teachers	45—3—60—2—90	3
13 Physical Training Instructor, Grade I	50—2—70—2 $\frac{1}{2}$ —90	1
14 Physical Training Instructor, Grade II	40—1—60	1
15 Warders and Petty Officers, Grade II	30— $\frac{1}{2}$ —40	} 897
16 Special Petty Officers, Grade II	34— $\frac{1}{2}$ —40	
17 Warders and Petty Officers, Grade I	35—1—40—EB—1—45	105
18 Special Petty Officers, Grade I	40—1—50	2
19 Gate-Keepers in Sub-Jails	40—2—60	3
20 Reserve Head Warders	40—2—60	9
21 Gate-keepers in Central Jails	45—2 $\frac{1}{2}$ —90	10
22 Chief Head Warders	45—2 $\frac{1}{2}$ —90	10
23 Sub-Jail Jailors, Grade II	45—3—60—2—90	5

Serial number and name of the post. (1)	Existing scale. (2)	Number of posts. (3)
	RS.	
24 Assistant Jailors	80—3—95—5—110	15
25 Sub-Jail Jailor, Grade I	80—3—95—5—110	1
26 Reserve Assistant Matron	90—5—125	1
27 Deputy Jailor and Special Sub-Jail Jailors, Grade I.	120—5—150	12
28 Matron	125—5—175	1
29 District Probation Officers	150—5—200	34
30 Regional Probation Officers	200—10—300	5

Manufacturing Section.

31 Factory Manager	200—5—300	1
32 Boot and Sandal Overseer	150—5—250	1
33 Carpentry Instructor, Grade I, Mechanic Carpentry, Boot Mechanic.	90—3—120	3
34 Pharmacists	45—2—55—1—75	12
35 Tailor Instructors	35—2—55	4
36 Paper Instructor	40—2—60	5
Rattan Instructor		
Handloom Maistry		
Weaving Head Jobber		
Engine Driver	30—1—35	17
37 Packer Clerk		
Cobbler Maistries		
Weaving Jobber		
Additional Loom Jobber		
Binding Maistry		
Blow Room Jobber		
Sizing and Warping Jobber	60—4—80	2
Roller Coverer		
38 Assistant Carpentry Foremen	80—4—100	7
39 Carpentry Foremen	50—3—80	11
40 Assistant Carpentry Instructor, Grade II		
Aluminium Foreman, Grade II		
Smithy Foreman, Grade II		
Weaving Foreman, Grade II		
Spinning Head Jobber		
Mason Instructor		
Blacksmithy Instructor	35—1—40	3
Weaving Instructor		
41 Assistant Tailoring Foreman Weaver Jobber.	55—3—85	1
42 Weaving Jobber	35—1—50	1
43 Spinning Instructor	100—5—125	6
44 Spinning Master		
Weaving Master		
Warping Master		
Dyeing Master		
Additional Dyeing Master	35—1—45	1
Carding Master		
45 Assistant Tent Maistry	30—1—40	1
46 Fitter-in-charge of Pumping Station	45—2—65	3
47 Wiremen	100—5—150	1
48 Electrician	30—1—50	2
49 Boiler Attendant Binding Instructor		
50 Fitter Carpenter	26—6—0 (fixed)	1
51 Boiler Fireman	15— $\frac{1}{2}$ —25	1
52 Baling Attendant	20— $\frac{1}{2}$ —25	1
53 Despatch Attendant	28 (fixed)	1
54 Bandmaster	100—5—165	1
55 Spinning Mill Writer	30—2—60	1

Serial number and name of the post. (1)	Existing scale. (2)	Number of posts. (3)
	RS.	
56 Motor Attendants	15— $\frac{1}{2}$ —20	2
57 Accounts Officer	200—20—400	1
58 Civil Assistant Surgeons	150—25/2—400	18
59 Lady Deputy Superintendent	200—25/2—450	1
60 Jailors	200—25/2—300	8
61 Chief Probation Superintendent	300—50/2—500—75/2—650	1
62 Superintendents of Jails	300—50/2—750	11
63 Personal Assistant to the Inspector-General of Prisons.	300—50/2—500	1
64 Inspector-General of Prisons	1,300—100/2—1,500	1

3. Of the above staff, categories 1 to 9 are common to all departments and categories 11 to 14 and 58 carry scales of pay allowed to similar categories in the Education Department and Medical Department. So the scales of pay recommended by us for those posts will apply to these posts also. Items 31 to 56 relate to isolated posts of minor importance. We have indicated the new scales for these posts in Part IV. In regard to other categories, the revised scales are discussed below.

4. Merging the two categories of Warders and Petty Officers, Grade II, and the Special Petty Officers, Grade II, who are now on the scale of Rs. 30— $\frac{1}{2}$ —40 and Rs. 34— $\frac{1}{2}$ —40 respectively, we recommend for them a uniform scale of Rs. 65—1—70—2—90 which is the same as that proposed for Police Constables. Though the minimum general educational qualification has been prescribed for the latter category as for Lower Division Clerks, the existing scale is lower than that of Lower Division Clerks. We suggest that the qualification may be the same as for Police Constables and that the existing practice of allowing a higher start for those with minimum general educational qualification may be discontinued.

5. For Grade I of the above posts namely, Warders and Petty Officers, Grade I, and Special Petty Officers, Grade I, we recommend a uniform scale of Rs. 80—2—100. We are aware that the Special Petty Officers, Grade I, are on a slightly higher scale than other Petty Officers, but in view of the large increase now proposed for all the classes of Warders and Petty Officers, Grades I and II, there should be no need to recognise a still higher category of Special Petty Officers (Grade I) on a slightly more advantageous scale. Even with a revised scale of Rs. 80—2—100, Special Petty Officers, Grade I, will benefit substantially. In any case, the need for a certain measure of simplification of the present multiplicity of grades cannot be denied.

6. In regard to the Gate-keepers in Sub-Jails and the Reserve Head Warders who are now on the same scale as Head Constables, we recommend a revised scale of Rs. 85—2—105 the same as that proposed for the Head Constables in the Police Department.

7. The next higher grade is that of Gate-keepers in the Central Jails and the Chief Head Warders who are on a scale of Rs. 45—2 $\frac{1}{2}$ —90. The Gate-keepers are responsible for the correct accounting of persons and articles passing in and out of the jail. The Chief Head Warders are in general control of the jail and are responsible for the apportionment of duties among the Warders and maintenance of order and discipline among them. Their present initial pay and maximum pay are the same as that of Lower Division Clerks, though the rates of increment are different. Recruitment to this category is made, among others, from higher grade teachers and secondary grade teachers or from acting Jamedars. We therefore recommend the scale proposed for Lower Division Clerks for both these posts, viz., Rs. 90—4—110—3—140. The posts of Chief Officers in Borstal Schools have been graded with these Chief Head Warders and the present rules envisage the filling of the posts also from among categories, such as Petty Officers, Warders, etc. We feel that having regard to the predominantly reformatory character of Borstal Schools, it will be more appropriate to confine the selection to teachers working in the Jail Department.

8. The next higher category are the Jailors in Sub-Jails. They are in charge of admission of prisoners, prisoners' property other than cash, jail clothing and stores. They also regulate the prisoners' interviews and correspondence. Jailors in Sub-Jail, Grade II, are now on the Lower Division Clerks' scale; while the Assistant Jailors and Jailors in

Sub-Jails, Grade I, are on the scale of Upper Division Clerks. We recommend that the existing parity with Lower Division and Upper Division Clerks for these posts may be continued and they may be allowed the revised scales proposed for those posts.

9. We consider next the category of Deputy Jailors and Special Sub-Jail Jailors, Grade I, whose scale of pay is intermediate between those of Upper Division Clerks and the Deputy Tahsildars. They are the immediate subordinates of Jailors and are in charge of the work relating to the indenting of food-stuffs, maintenance of rations and other articles and issue of articles according to rules. In view of the responsibilities attached to the posts, we recommend a scale of Rs. 150—5—200.

10. Under the category of Matrons, there are two posts, viz., the Reserve Assistant Matron on Rs. 90—5—125 and the Matron on Rs. 125—5—175. Both of them are employed in the Central Jail for Women at Vellore. For the post of Reserve Assistant Matron we recommend the scale of pay proposed for Upper Division Clerks, viz., Rs. 125—5—175 and for the Matron a scale of pay of Rs. 175—5—225. A degree in medicine has been prescribed as an alternative qualification in the rules of recruitment to these posts; the reference to a degree in medicine may as well be cut out, as no medical graduate is ever likely to be attracted to these posts.

11. Among the gazetted staff, Jailors who are on Rs. 200—25/2—300 are the chief executive officers of the Jails under the control of Superintendents. They are responsible for the maintenance of discipline among prisoners and the observance of all prescribed rules and orders. Their scale of pay, apart from an insignificant difference in the rate of increment, is identical with that of Tahsildars though on administrative considerations they have been allowed gazetted status. We accordingly propose a revised scale of Rs. 250—15—400 for them.

12. There is a post of Lady Deputy Superintendent which is filled by promotion from the post of Matron. Though a degree in medicine has been prescribed, it is not an obligatory qualification. We therefore consider that a revised scale of Rs. 300—15—450—25—500 will be adequate for this post.

13. The present scale of Superintendents of Jails is almost the same as that of Deputy Collectors but rises to a slightly higher maximum. We do not see any special reasons for allowing the Superintendents of Jails a higher maximum than Deputy Collectors and similar officers at that level. We therefore propose a revised scale of Rs. 375—25—800 for these posts, existing incumbents being however protected.

14. As regards the Personal Assistant to the Inspector-General of Prisons, we understand that the post has since been abolished and in its place a new post of Assistant Inspector-General of Prisons has been sanctioned. We recommend for this post the same scale as proposed for Superintendents of Jails and in addition a special pay of Rs. 50.

15. In the probation branch, the Inspector-General of Prisons is assisted by a staff of 34 District Probation Officers in Grade II, five District Probation Officers in Grade I and a Chief Probation Superintendent. The two grades of District Probation Officers are comparable to Deputy Tahsildars and Tahsildars and may therefore be allowed Rs. 200—5—240—10—270 and Rs. 250—15—400 respectively. The post of Chief Probation Superintendent is on Rs. 300—50/2—500—75/2—650; except for a slightly lower maximum and a higher rate of increment in the latter half, this scale is identical with that of Deputy Collectors. We accordingly recommend for this post a revised scale of Rs. 375—25—800. We have indicated elsewhere the need for the broad-banding of all substantially similar scales in the interests of rationalization of the present pay structure and the revised scale suggested for this purpose is an instance of such a process of rationalization.

16. Here we would also like to suggest that with a view to provide scope for promotion for the Probation Officers no direct recruitment need be made to the post of Chief Probation Superintendent.

17. The post of Inspector-General of Prisons is now held by an I.A.S. Officer. But as the rules provide also for promotion of Superintendents of Jails to this post, we recommend a revised scale of Rs. 900—50—1,100 for such promotees. The present scale of Rs. 1,300—100/2—1,500 will represent too steep an increase for persons promoted from the lower grades.

CHAPTER XXXIX.

REGISTRATION DEPARTMENT.

1. The Registration Department is one of the important revenue yielding departments of the Government. The strength and the scales of pay of the various categories of staff in the department are as follows:—

Serial number and name of the category. (1)						Number of posts. (2)	Existing scale of pay. (3) RS.
1	Peons	..	..	..	..	768	18—1—25.
2	Attenders	..	..	..	..	22	24—1—35.
3	Typists	..	..	..	..	20	45—3—60—2—90 plus Rs. 10 special pay.
4	Temporary Copyists	..	..	..	..	22	45—3—60—2—90 (if qualified) 40—2—50—1—60 (if not qualified).
5	Lower Division Clerks	..	..	..	..	1,356	45—3—60—2—90.
6	Upper Division Clerks	..	..	..	..	46	80—5—110.
7	Reserve Sub-Registrars	..	..	..	..	27	Rs. 50 on appointment and Rs. 60 on passing of the Departmental Test.
8	(a) Sub-Registrars, Grade I	..	..	..	..	90	160—5—200.
	(b) Sub-Registrars, Grade II	..	..	..	..	278	100—5—150.
9	District Registrars	..	..	..	..	17	230—30/2—320—40/2—400— 50/2—500.
10	Inspector-General of Registration	..	..	..	..	1	1,200—100/2—1,400.

Of the several categories of staff, numbers 1-6 are common to the several departments and our recommendations in regard to their scales of pay will be found elsewhere.

2. Among the staff special to this department, the most important are the Sub-Registrars. They are the heads of their respective Sub-Registry Offices. The main function of the Sub-Registrars is the registration of documents with reference to the provisions of the Indian Registration Act, Transfer of Property Act and other allied Acts. In this process they have to maintain permanent records of title to property and these records are used for granting certified copies of documents and encumbrance certificates for properties on application by the parties. They have also to certify documents under Section 16 of the Indian Stamp Act and impound insufficiently stamped documents and initiate action in respect of undervalued documents. The rules provide for appointment of Sub-Registrars both by direct recruitment and by promotion from among clerks of the department. The direct recruits should be degree-holders while the promotees should have put in not less than seven years of service and should have passed the Registration test. The Sub-Registrars are now on two grades and among the First Grade Sub-Registrars are the senior Joint Sub-Registrars of the District Registrars' Offices who are empowered to register documents affecting properties situated anywhere in the district. The senior Joint Sub-Registrars also function as Marriage Officers under the Supplemental Marriage Act, 1954.

3. The State Sub-Registrars' Association has represented to us that having regard to the initial high qualifications prescribed for recruitment as Sub-Registrars, the prospects of promotion in the department are poor compared to those available to less qualified persons in other departments and that the opportunities of promotion within the department should be improved by re-organising the cadre of Sub-Registrars in three grades of which 20 per cent should be in Grade I, 30 per cent in Grade II and 50 per cent in Grade III. They have also urged that the duties of the lowest grade of Sub-Registrars are comparable to those of Deputy Tahsildars, Co-operative Sub-Registrars and Assistant Inspectors of Labour and therefore a suitable revised pay structure for the different grades of Sub-Registrars should be evolved on the basis of equation of the lowest grade of Sub-Registrars with the categories mentioned above.

4. We are unable to accept the contention that the work and responsibilities of the lowest grade of Sub-Registrars could be equated with those of Deputy Tahsildars. The work of Sub-Registrars, though important, conforms to a set pattern and cannot, therefore, be said to call for the same degree of initiative enterprise and organisational abilities such as would be required in subordinate executive posts in departments such as Revenue,

Labour or Co-operation. A degree has been prescribed as the essential qualification for direct recruits to the posts of Sub-Registrars; direct recruits to the posts of Upper Division Clerks in the different departments have also to be generally graduates. For the Upper Division Clerks we have proposed an initial pay of Rs. 125 and a maximum of Rs. 175. But the Sub-Registrar has to shoulder some independent responsibilities as head of an office consisting of two or three clerks and even more. A higher initial pay as well as a higher maximum than those prescribed by us for Upper Division Clerks would therefore seem to be essential and justified. In this view we would suggest for Sub-Registrars, Grade II, a scale of Rs. 150—5—175—10—225 and for Sub-Registrars, Grade I, a scale of Rs. 200—10—300 as fair and appropriate.

5. The main grievance of the Sub-Registrars that the prospects of promotion in their department are limited is in our opinion well-founded, and some enlargement of the present opportunities for promotion in the department is necessary in the interests of maintaining the morale of the service. We do not accept the suggestion that the number of grades of Sub-Registrars should be increased from two to three, as the trend in all services should be simplification and rationalisation of the existing grades. The Inspector-General of Registration himself does not propose any change in the existing gradation of Sub-Registrars and has only suggested that the Grade I posts should be increased from 25 per cent to 40 per cent.

6. There are over 320 Sub-Registry offices in the State and though these offices normally have three clerks each, or even less, we find that there are 76 Sub-Registry Offices with four clerks each, and 65 Sub-Registry offices which have five or more clerks. It is therefore clear that over a third of Sub-Registry offices can be considered to be sufficiently heavy to warrant the appointment of an officer higher in status than a Sub-Registrar, Grade II. We therefore feel a third of the Sub-Registry offices can be recognised to be more important than the rest and consistently with such a recognition, one-third of the total number of posts of Sub-Registrars may legitimately be placed on Grade I. We are not of course suggesting that particular Sub-Registry offices should be classified as heavy and placed under a Grade I Sub-Registrar as such a classification would lead to administrative difficulties in the postings and transfers of officers. The increase in the number of posts in Grade I will to a certain extent compensate those who fail to secure promotion to gazetted ranks in view of the limited number of posts of District Registrars.

7. Graduates who are directly recruited to the department for eventual service as Sub-Registrars are initially appointed as Reserve Sub-Registrars and are given only Rs. 50 on appointment and Rs. 60 on passing the departmental test. Keeping in view, the pay recommended by us for other posts for which a University degree has been prescribed as an essential qualification, we feel that direct recruits should be assured the initial pay of Sub-Registrars, Grade II, namely Rs. 150, even while serving as Reserve Sub-Registrars, further increments in the time-scale being, however, allowed only on the passing of the departmental tests and satisfactory completion of probation. We are suggesting this change, as we are afraid that the low pay now allowed during the period of training may keep away some of the better type of candidates.

8. There are sixteen Registration districts each of which is in charge of a District Registrar; the post of Personal Assistant to the Inspector-General of Registration has also been graded with that of a District Registrar. The District Registrars are responsible for the general supervision of the work of the Sub-Registrars in their districts. A Registration district has, on an average, about 21 Sub-Registry offices. The District Registrars function as 'Collectors' under certain sections of the Indian Stamp Act in respect of instruments impounded by them or by their subordinates.

9. The main grievance voiced before us by the District Registrars' Association is that their existing scale is unduly long and inadequate and that there are no further avenues of promotion open to them. It has been forcefully represented before us that Sub-Registrars secure promotion as District Registrars only generally at the age of 50 and above and therefore retire after drawing only one or two increments. It has been urged that the scale of pay of District Registrars should be fixed at the same level as that of Deputy Collectors and that promotees should be started at one stage above the minimum of the scale. As there is no other post than that of the Inspector-General of Registration to which they can look forward, they have suggested that two intermediate posts of Inspector of Registration Offices and Joint Inspector-General of Registration should be revived, the scales of pay of these posts being fixed at the same level as for Divisional Inspectors of Schools and Deputy Commissioners of Commercial Taxes. We do not accept the contention that the responsibilities of District Registrars are comparable to those of Deputy Collectors, for the same reasons for which we cannot accept the request for equation of

the posts of Sub-Registrars with those of Deputy Tahsildars. We are however convinced that the present scale of District Registrars is unduly long, particularly in view of the advanced age at which promotions are made to this category from among personnel serving in the department. We therefore recommend a scale of Rs. 300—25—600 for District Registrars, promotees being started as at present, at one stage above the minimum of the time-scale. We find that the service rules for these posts contemplate a measure of direct recruitment. As there is no other post, except that of Inspector-General of Registration to which District Registrars can aspire for promotion and keeping in view also the limited chances of promotion for persons serving within the department, we recommend that direct recruitment to the posts of District Registrars should be stopped in future. The request for the revival of the posts of Inspector of Registration Offices and Joint Inspector-General of Registration will have to be considered on merits and we are unable to recommend the creation of these posts solely with a view to improve the prospects of Gazetted Officers serving in the department.

10. It has also been represented before us that the scale of pay of the Inspector-General of Registration should be enhanced, as there has been an increase in his work in recent years and as there are no regional offices to assist him in general supervision and control of the department. Having regard to the nature of work in this department, it can be classified only as one of the minor departments and there is no case at all for any increase in the scale of pay of this post. On the other hand, in view of the vast disparity between the maximum of the District Registrars' scale and the present initial pay of the Inspector-General of Registration, there is a clear need for a somewhat downward adjustment of the existing scale and in this view, we would recommend a scale of Rs. 900—50—1,100 for future incumbents of the post of Inspector-General of Registration. There is no need also for the revival of the honorarium of Rs. 100 per mensem which was being given to the Inspector-General for his work as ex-officio Registrar of Firms, and which was, for very valid reasons, withdrawn in 1955. We incidentally observe that the service rules provide for the filling up of the post of Inspector-General of Registration also by transfer from the categories of Deputy Collectors or Assistant Secretaries to Government. We feel that the limited opportunities for promotion for personnel serving in this department should not be further abridged by inducting an outsider at the level of the Head of the Department. We therefore strongly urge that the provision for filling up of the post of Inspector-General of Registration by transfer from Deputy Collectors and Assistant Secretaries should be deleted, and that the post should be filled only by promotion from among Gazetted Officers of the department itself.

11. In an earlier Chapter we have had occasion to refer to the varying opportunities for promotion for ministerial staff serving in the different departments and to stress the need for equalising these opportunities at least in some measure. We had in particular emphasised that the proportion of Upper Division Clerks to Lower Division Clerks was very low in some departments, and that in the interests of promoting contentment and efficiency among the ministerial staff it would be necessary to raise the proportion of Upper Division Clerks to Lower Division Clerks. The Registration Department is one of the departments in which the ministerial staff have at present inadequate opportunities for advancement. We find that as against 1,356 posts of Lower Division Clerks in the department there are only 46 posts of Upper Division Clerks. No doubt the service rules also contemplate a measure of promotion of Upper Division Clerks as Sub-Registrars. The number of posts of II Grade Sub-Registrars is 225 and of this 50 per cent should be filled by promotion. But even if we take into account the number of posts of Sub-Registrars to be filled by promotion, the total number of posts in Upper Division and higher grades will be only 185. There is therefore a strong case for increasing the proportion of Upper Division Clerk, in the department. We have observed earlier that generally a proportion of 1 : 3 between Upper Division and Lower Division would be fair. This proportion need not of course be rigidly maintained and will have to be adjusted with due regard to the nature of work in different departments. The Inspector-General of Registration concedes that clerks in Sub-Registry Offices are generally engaged in routine work such as transcription of documents, search of records for verification of encumbrances on properties, and preparation of certified copies; he has however contended that the senior clerk in each Sub-Registry Office who is in charge of correspondence work, preparation of pay bills, indexing of documents, etc., attends to a work of a definitely higher order and that as he is also expected to assist the Sub-Registrar in the maintenance of records and supervision of other clerks, the post of the senior clerk in each Sub-Registry Office should be placed in the Upper Division. He has likewise pointed out that at least one clerical post in the original registration branch of the Registrars' Offices may also be placed in the Upper Division. While we would endorse the plea of the Inspector-General of Registration, the number of posts to be upgraded will have to be settled by the Government with due regard to administrative considerations. From the information placed before us by the Inspector-General of Registration, we find that while Sub-Registry

Offices have generally only two clerks each, there are now 102 Sub-Registry Offices with three clerks each, 76 Sub-Registry Offices with four clerks each and 65 offices with five or more clerks each. Of these 65 offices with five clerks and more, only four have one post of Upper Division Clerk. We feel that to begin with at least the 137 offices which have four clerks and above but do not have any post in the Upper Division should have one of the posts of Clerks upgraded and that eventually all offices which have three clerks or more should have also one clerical post in the Upper Division. The Upper Division Clerks should be given more responsible work than other clerks and be required generally to assist the Sub-Registrars in the maintenance of accounts and records and also to perform the duties of the Sub-Registrar in his absence. A pass in the departmental test should of course be insisted upon for promotion to the post of Upper Division Clerks. The Upper Division Clerks may also be eligible for the supervisory allowance now allowed to senior clerks.

CHAPTER XL.

SURVEY AND LAND RECORDS DEPARTMENT.

1. The Survey and Land Records Department organised under the Board of Revenue, is in charge of the preparation and maintenance of land records. The former involves the survey of holdings, plotting of field, village, taluk and district maps and computation of areas, while the latter involves periodical inspection and renewal of survey marks, check-measurement of new subdivisions and up-to-date maintenance of various registers, etc. A press called the Photo Zinco Press is attached to the Central Office at Madras for the reproduction and printing of maps.

2. In this department there are permanent as well as temporary establishments. The permanent establishment attends to the normal work of the department, while the temporary establishment is engaged in the survey of Zamindari estates taken over by the Government. The permanent staff are on regular incremental scales of pay as in other departments while the temporary staff are on fixed pay. It is envisaged that on completion of the survey of estates the temporary staff will be absorbed in vacancies available in the permanent establishment and the staff still in surplus will be retrenched.

3. The existing strength and the scales of pay of the various posts in this department are brought out in the statement below :—

Serial number and name of the post.						Scale of pay.			Number of posts.	
(1)						(2)			(3)	
						RS.				
1	Peons	..	..	..	..	18—1—25	..	..	..	283
2	Duffadar	..	..	..	..	22—1—30	..	..	..	1
3	Attenders	..	..	..	..	24—1—35	..	..	..	10
4	Typists	..	..	..	..	45—90 plus special pay	..	..	..	20
5	Steno-typist	..	..	..	..	45—90 plus special pay	..	..	..	1
6	Lower Division Clerks	..	..	..	..	45—3—60—2—90	..	..	..	201
7	Upper Division Clerks, Grade II	..	..	..	..	80—3—95—5—110 and 80—5—110.	..	..	..	23
8	Upper Division Clerks, Grade I	..	..	..	..	80—3—95—5—125 and 80—5—110—3—125.	..	..	..	9
9	Junior Superintendents	..	..	..	..	140—5—190	..	..	..	3
10	Senior Superintendents	..	..	..	..	190—10—240	..	..	..	11
11	Jeep Drivers	..	..	..	..	35—1—45	..	..	..	4

SURVEY AND LAND RECORDS SUBORDINATE SERVICE.

Permanent Establishment.

Field Staff.

12	Chainmen	..	..	..	..	15—1—20	..	..	..	224
13	Field Surveyors	..	..	..	..	50—1—60	..	..	..	97
14	Deputy Surveyors	..	..	..	..	60—1—80	..	..	..	20
15	Taluk Surveyors	..	..	..	..	60—1—80	..	..	..	92
16	Town and Panchayat Surveyors	..	..	..	..	70—1—90	..	..	..	102
17	District Surveyors	..	..	..	..	100—5—150	..	..	..	14
18	Inspectors of Survey and Land Records	..	..	..	..	180—10—250	..	..	..	4

Serial number and name of the post.	Scale of pay.	Number of posts.
(1)	(2)	(3)
	RS.	
SURVEY AND LAND RECORDS SUBORDINATE SERVICE—cont.		
<i>Permanent Establishment—cont.</i>		
Photo Zinco Press.		
19 Map Mounters	25—1—40	10
20 Reproduction Assistants	25—1—40	37
21 Apprentices	40	4
22 Assistant Mechanic	35—2—55—1—65	1
23 Mechanic	75—5—125	1
24 Reproduction Personnels, Grade III	40—2—60	19
Do. Grade II	55—2—75	21
Do. Grade I	70—2—90	10
25 Technical Assistants	90—5—130—EB—10—150	4
26 Assistant Managers	150—10—200	2

OFFICE ESTABLISHMENT IN CENTRAL SURVEY OFFICE AND RANGE OFFICES.

27 Compositors	40—3—55—2—75	25
28 Head Compositor	60—3—72—2—80	1
29 Junior Draughtsmen and Junior Computers.	45—3—60—2—90	180
30 Senior Draughtsmen, Senior Computers in Central Survey Office and Head Draughtsmen in Range Offices.	90—5—130—10—150	18
31 Head Computer (Central Survey Office)	150—10—200	1
32 Head Draughtsman	150—10—200	1
33 Manager, Technical	200—10—250	1
34 Printing and Photographic Expert	250—25/2—500	1
35 Assistant Directors of Survey	260—40/2—300—50/2—600	9
36 Deputy Director of Survey	650—50/2—850	1

Temporary Establishment.

37 Inspectors of Survey and Land Records—		
Grade I	220	8
Grade II	180	14
38 District (Head) Surveyors—		
Grade I	125	14
Grade II	100	36
39 Deputy Surveyors—		
Grade I	70	102
Grade II	60	201
40 Field Surveyors—		
Grade I	60	113
Grade II	55	215
Grade III	50	532
41 Head Draughtsmen	110	9
42 Head Computers	100	10
43 Junior Draughtsmen—		
Grade I	65	123
Grade II	55	232
Grade III	40	438

Of the staff enumerated above, categories 1 to 11 are common to all departments and the scales of pay recommended by us elsewhere for them will apply to these posts also. The scales of pay of the remaining categories of posts are examined below.

4. The Chainmen are on a scale of Rs. 15—1—20. We feel that it is not fair to allow them a scale lower than that of Peons, when their duties are in fact physically more arduous than those of Peons. We accordingly recommend a revised scale of Rs. 50—1—60 (the same as that of Peons) for this category.

5. Above the Chainmen is the category of Surveyors in different grades. The Field Surveyors and the Taluk Surveyors are on the scales of Rs. 50—1—60 and Rs. 60—1—80 respectively. The Field Surveyors are employed on original survey and the preparation of records while the Taluk Surveyors are in charge of the up-to-date maintenance of the records and registers. The Board of Revenue has observed that the present distinction between a Taluk Surveyor and a Field Surveyor cannot be sustained, as a Field Surveyor who can measure and prepare plans for a particular area would also be competent to do maintenance work. The Board has therefore suggested that the two categories might be merged and allowed a common scale of pay. We agree with the Board and accordingly recommend a common scale of Rs. 90—3—105—4—125 for both these categories.

6. The Board of Revenue has likewise suggested that the categories of Deputy Surveyors and Town and Panchayat Surveyors might be merged and allowed a common scale of pay. We agree with the Board and recommend a uniform scale of Rs. 110—3—140 for these three categories of Surveyors.

7. Next in the hierarchy are the District Surveyors who work directly under the control of the District Collectors and are responsible for the proper maintenance of revenue records and registers. They make periodical inspections of all the village survey records in the course of their field work and scrutinise the subdivision records received in the Collectorate. They also inspect the work of Taluk, Town and Panchayat Surveyors. Having regard to their responsibilities, we recommend a scale of Rs. 150—5—200 same as that of Taluk Head Accountants and Head Clerks of Divisional Offices for this category.

8. The next higher post among the non-Gazetted staff is that of the Inspector of Survey and Land Records, which is filled by promotion from among District Surveyors or by direct recruitment or by transfer from the members of the ministerial service in the department. We recommend a scale of Rs. 225—15—375 for this post.

9. We shall now examine the scales of pay of the posts in the Photo Zinco Press in the Office of the Central Survey Office. The workers in this Press, coming under the purview of the Factories Act, have formed themselves into a union called the Map Publication Employees' Union which has submitted a memorandum to us pressing for a radical revision of the present pay structure of the different grades of workers in the Press. The workers have urged that the work in the Photo Zinco Press calls for technical skill, but that their existing scales of pay have been fixed on a rough and ready basis without any scientific job analysis being made. They have demanded that their scales of pay should be fixed at the same level as for similar workers in the Photo Litho Press of the Survey of India, or failing this, that at least the same scales of pay as in force in the Letter Press Branch of the Madras Government Press should be assured to them. The Union has submitted a statement equating the different posts in the Photo Zinco Press to the posts in the Photo Litho Press of the Survey of India on the one hand and the posts in Letter Press Branch of the Madras Government Press on the other. We have carefully examined these requests of the workers. It is not possible to concede the demand for parity in emoluments with the corresponding workers in the Survey of India, when the request of the generality of State Government employees for parity with Central Government employees is not being accepted by us. Further the Photo Litho Press of the Government of India is located at Dehra Dun and the scales of pay of the workers in that press must have been fixed with reference to local conditions. As we have observed in the chapter on Secretariat staff, it will be inappropriate to compare employees of State and Central Governments working in different places as economic conditions and levels of wages differ widely as between different regions in a big country like ours. The requests of the workers in the Photo Zinco Press for equality of treatment with workers in the Government Press however appear to us to be reasonable, and we feel that as far as possible common scales of pay should be prescribed for workers of comparable skill in the Government Press and Photo Zinco Press. As such common scales can be prescribed only on the basis of a satisfactory equation of posts in the Photo Zinco Press and Government Press, we requested the Deputy Director of Survey to carry out in consultation with the Superintendent, Government Press, an analysis of the jobs done by the different grades of workers in both the Presses and submit a report to us. He has in his report indicated the posts in Government Press to which those in Photo Zinco Press could be roughly equated. On the basis of his report and keeping in view the scales of pay proposed for the different grades of workers in the Government Press we have arrived at the revised scales of pay for the workers in the Photo Zinco Press and have set them out in Part IV.

10. In the course of his discussions with us the Director of Settlements pointed out to us that Compositors, Draughtsmen, etc., in the Central Survey Office were doing original work, while the Photo Zinco Press was merely reproducing and printing the maps drawn by Compositors and Draughtsmen. He therefore urged that the employees in Central Survey Office should be assured the same scales of pay as the employees in the Photo Zinco Press. We have borne this in mind in proposing the revised scales of pay furnished in Part IV.

11. Among the gazetted staff of the department, the Photographic and Printing Expert is in charge of the Photo Zinco Press. We consider that a scale of Rs. 300—25—600 will be appropriate for the post. For the Assistant Directors and the Deputy Director, we recommend revised scales of Rs. 350—25—800 and Rs. 700—40—900—50—1,000 respectively.

12. The posts in the temporary establishments of the department are on fixed pay. We find that the fixed pay for the different grades of staff corresponds to the various stages in the time-scales of the corresponding regular staff. We accordingly leave it to the Government to determine afresh in consultation with the Board of Revenue the fixed pay to be allowed to posts in the temporary establishments in conformity with the revised time-scales suggested by us for the regular staff.

13. Before we conclude, we would like to refer to the practice in this department of imposing a proportionate cut in pay and dearness allowance of Surveyors for short fall in the outturn of work prescribed for them. It has been urged before us on behalf of the employees that this practice should be put an end to, and that as in other departments disciplinary action according to the rules might be taken against persons who fail to realise the outturn of work laid down for them. We have examined this representation and consider that the present practice of linking remuneration in some measure to work turned out is not unfair. We however suggest that the dearness allowance may not be cut for any short fall in outturn of work.

CHAPTER XLI.

STATISTICS DEPARTMENT.

1. A separate Department of Statistics was formed in April 1948. Prior to that date, the work was being attended to by a small section in the Office of the Board of Revenue. In 1948, a post of Economic Adviser to Government was created and the Statistical Branch of the Board of Revenue was transferred to the control of the Economic Adviser to Government. Consequent on the formation of Andhra State in 1953, the post of Economic Adviser to Government was abolished and the Office of the Economic Adviser was reorganized into the present Department of Statistics. The department is mainly concerned with the collection, tabulation and publication of statistics relating to various departments.

2. The strength and the scales of pay of the different posts in this department are brought out in the statement below :—

Serial number and designation.	Number of posts.	Existing scale.
(1)	(2)	(3)
		RS.
1 Peons	63	18—1—25.
2 Duffadar	1	22—1—30.
3 Attenders	4	24—1—35.
4 Telephone Operator	1	45—3—60—2—90.
5 Typists	12	45—3—60—2—90.
6 Steno-typist	1	45—3—60—2—90.
7 Lower Division Clerks	41	45—3—60—2—90.
8 Upper Division Clerks	22	80—5—110—3—125.
9 Junior Superintendents	6	140—5—190.
10 Senior Superintendents	6	190—10—240.
11 Junior Draughtsmen	6	45—3—60—2—90.
12 Senior Draughtsmen	2	90—5—130—10—150.
13 Field Supervisors	42	45—3—60—2—90.
14 Field Assistants	11	35—3—65—EB—3—80.
15 Extension Officers	176	80—3—95—5—125.
16 Assistant Statistical Investigators	8	80—3—95—5—125.
17 Computers	8	90—5—140.
18 Statistical Inspectors	58	150—5—200.
19 Statistical Assistants	13	150—5—200.
20 Price Inspector	1	150—5—200.
21 Taluk Statistical Officers	4	125—7½—200.
22 Assistant Statistical Officers	5	250—50/2—500.
23 District Statistical Officers	13	250—50/2—500.
24 Special Officer	1	250—50/2—500.
25 Statistical Officers	5	300—50/2—700.
26 Director of Statistics	1	600—100/2—1,000.

3. Of the staff enumerated above, categories 1 to 10 are common to all departments. Categories 11 and 12 carry the same scales as Draughtsman (Junior and Senior) in the Survey Department. The scales of pay recommended by us for these posts may be adopted for these posts also. The revised scales of pay for the individual posts have been shown in Part IV.

4. In regard to Field Supervisors and Field Assistants, we find that while their duties are identical, the Field Assistants are placed on a slightly lower scale. We suggest that this distinction may be removed and both categories allowed the same revised scale as Lower Division Clerks.

5. The Extension Officers and the Assistant Statistical Investigators are on a scale of Rs. 80—125 corresponding to that of Upper Division Clerks. They are graduates and are given a short course of training after recruitment. It has been urged that Extension Officers (Statistics) should be allowed the same scale as other Extension Officers in the Community Development Blocks. In a Block Office there are different Extension Officers and they are even now on varying scales. This is because the Extension Officers are borne on the cadres of different technical departments and draw the pay that they would have otherwise drawn in their own departments. There is thus no need or justification to allow the Extension Officers the same scale of pay as other Extension Officers such as those of Agriculture, Co-operation, etc. The scale of pay of each class of Extension Officers has to be fixed independently with due regard to their qualifications and the nature of their work. We therefore recommend a scale of Rs. 125—5—175 for the Extension Officers as well as for the Assistant Statistical Investigators in this department.

6. The posts of Statistical Inspectors, Statistical Assistants and Price Inspector carry the same scale of pay as the Deputy Tahsildars. We accordingly recommend a revised scale of Rs. 200—5—240—10—270 for these posts.

7. As regards the gazetted posts in this department, the Director has in his reply to our questionnaire stated that the present scales are adequate and that no modification is necessary. But he has pointed out separately that the scales of pay of the Statistical Officer and Assistant Statistical Officer (Rs. 300—50/2—700 and Rs. 250—50/2—500, respectively) are overlapping and that this leads to certain anomalies. Thus when an Assistant Statistical Officer with six years of service is appointed as Statistical Officer and allowed the minimum of the higher scale, he draws less than his pay in the lower posts. To obviate such anomalies, the Director has suggested that the scale of pay of the post of Statistical Officer may be revised. Under the present amendment to F.R. 22 and 30, an officiating Government servant on promotion can have his pay fixed at the "next higher stage" in the higher posts with reference to his officiating pay. Thus, an officiating Assistant Statistical Officer drawing a pay of Rs. 400 in the scale of Rs. 250—50/2—500 on promotion as Statistical Officer can have his pay fixed at the next higher stage in the scale of Rs. 300—50/2—700 and the anomaly referred to by the Director of Statistics will not arise. We recommend a revised scale of Rs. 300—25—600 for Assistant Statistical Officers and Rs. 375—25—800 for Statistical Officers, equating the latter with Deputy Collectors. The existing rules for recruitment for the post of Assistant Statistical Officers provide among other things for transfer from any other service. We feel that there is no need for such a provision and the posts should be filled only by direct recruitment or promotion.

8. The Head of the Department is now on a scale of Rs. 600—100/2—1,000. We feel that he should be placed on the scale proposed by us for heads of some of the smaller departments, viz., Rs. 900—50—1,100.

CHAPTER XLII.

STATE TRANSPORT DEPARTMENT.

1. The Government decided in 1946 that the Motor Transport Services in the State should be nationalised. In pursuance of that decision, early in March 1947, the Government sanctioned the introduction of 30 buses in addition to the then existing private fleet of 193 buses in the Madras City. The scheme of nationalisation was finally launched in October 1947 and additional buses were introduced every month, with private operators progressively withdrawing their buses. By about July 1948 the entire bus service in Madras City was nationalised. Consequent on the reorganization of States in 1956, the Madras State Transport Department took over the operation of the transport services in Kanyakumari district from the Transport Department of the ex-Travancore-Cochin State.

The State Transport Department also runs a Central Workshop at Chromepet which is engaged in constructing bodies for new vehicles for the city bus service, and the Kanyakumari Branch apart from attending to overhauling and major repairs to vehicles.

2. The total strength of the fleet on 1st April 1959 was 470 in the City and 90 in Kanyakumari district. The total number of passengers carried in a year is on an average 13.88 crores in the city and 1.06 crores in Kanyakumari. The number of bus mileage operated during a year works out to 140 lakhs in the city and 32 lakhs in Kanyakumari district.

3. Both the bus service and the Central Workshop at Chromepet are run on commercial-lines. Though they are working at a profit, the profits have recently been on the decline. The department now consists of regular administrative establishments as well as traffic and technical staff whose pay and allowances are treated as working expenses. The case of technical and traffic staff who are industrial employees is dealt with elsewhere. Here we deal with the scales of pay of the various posts in the administrative branch of the department.

4. The table below shows the existing strength and scales of pay of the staff in the administrative branch of the department :—

Serial number and name of post.	Existing scale.	Number of posts.
(1)	(2) RS.	(3)
1 Peons	18—1—25	58
2 Attenders including Store-Attender	24—1—35	32
3 Telephone Operators	45—3—60—2—90	7
4 Typists and Steno-typists	45—3—60—2—90	13
5 Lower Division Clerks	45—3—60—2—90	81
6 Upper Division Clerks	80—3—95—5—110 80—5—110 }	22
7 Accountants	80—3—95—5—110	8
8 Head Clerk	80—3—95—5—125	1
9 Superintendents, Grade III, Divisional Accountant and Senior Accountant.	140—5—190	10
10 Superintendents, Grade II	190—10—240	3
11 Superintendent, Grade I	250—10—300	1
12 Civil Draughtsman, Grade III	70—2—90—3—120	1
13 Mechanical Draughtsman	70—2—90—3—120	1
14 Supervisor	100—5—150—10—200	1
15 Nursing Orderlies, Grade I	19—1—25	2
16 Compounder Pharmacists	45—2—85	2
17 Medical Officer	150—25/2—400	1
18 Constables	30—1—40	6
19 Head Constables	40—1—50—EB—2—60	5
20 Sub-Inspector	80—150	1
21 Muster Roll Clerk	35—2—55	1
22 Time-keepers (Workshop)	35—2—55	7
23 Watch and Ward Inspector	24—1—35	1
24 Works Clerks	45—2—55/35—2—45—2—55	144
25 Checking Inspectors	45—2—55/35—2—55	94
26 Time-keepers	45—2—55/35—2—55	81
27 Shroffs	40—2—50—1—65	29
28 Assistant Store-keeper, Grade II	80—3—95—5—110	1
29 Assistant Store-keepers, Grade I	80—3—95—5—125	3
30 Store-keeper, Grade III	100—5—150	1
31 Store-keeper, Grade II	120—5—180	1
32 Store-keeper, Grade I	140—5—190	1
33 Stock Verifier	140—5—190	1
34 Depot Cash-keepers	80—3—95—5—110	12
35 Chief Cash-keeper	140—5—190	1
36 Driving Instructors	80—4—120	2
37 Accident Inspectors	80—4—120	4
38 Traffic Inspectors	100—5—150	11

Serial number and name of post.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
39 Traffic Managers	175—10—225—EB—10—275 ..	7
40 Electrical Foremen	100—5—150	3
41 Technical Assistant	170—10—200	1
42 Workshop Superintendent	250—10—350	1
43 Chief Foreman	150—10—250	1
44 General Foremen	150—10—250	3
45 Labour Welfare Officer	250—50/2—500	1
46 Deputy Accounts Officer	240—40/2—400	1
47 Accounts Officer	300—50/2—600 + Rs. 100 special pay.	1
48 Workshop Engineer, Assistant Engineer (Mechanical and Civil and Fuel) and Stores Officer-cum-Personal Assistant to Mechanical Engineer.	260—30/2—380—40/2—500 ..	6
49 Traffic Superintendent and District Transportation Superintendent.	260—30/2—380—40/2—500 ..	3
50 Assistant Secretary	250—25/2—350 + Rs. 50 special pay.	1
51 Personal Assistant to the Director	260—30/2—380—40/2—500 ..	1
52 Works Manager	500—50/2—800	1
53 Mechanical Engineer	750—50/2—1,000—100/2—1,200.	1
54 Deputy Director	1,000—50—1,250	1
55 Director	(I.A.S. cadre)	1

Of the above staff, categories 1 to 11 belong to categories common to all departments. Categories 12 to 20 and 48 and 49 carry the scales of pay of similar categories in other departments. So the scale of pay proposed by us elsewhere for those posts will apply here also.

5. There are 14 posts of Time-keepers and one post of Muster Roll Clerk on the scale of Rs. 35—2—55. The Director has suggested that they may be allowed the scale proposed for Lower Division Clerks. The qualifications prescribed for this post are lower than those laid down for Lower Division Clerks, as it is sufficient if the candidates for these posts have appeared for the S.S.L.C. Examination. In view of this, and having regard also to the purely routine nature of their work, we recommend that Time-keepers and the Muster Roll Clerks may be allowed a scale of Rs. 80—3—110, those with minimum general educational qualification being allowed a higher scale of pay, viz., Rs. 90—3—105—4—125.

6. There are 144 posts of Works Clerks on Rs. 45—2—55. They are on a higher scale of pay than that of Muster Roll Clerks and they are put on routine work like checking of bills, etc. The Director has recommended that they may be allowed the same scale as that of Lower Division Clerks. The minimum general educational qualification has been prescribed for these posts only recently and we understand that most of the existing incumbents do not possess the qualification. So we recommend a scale of pay of Rs. 90—3—105—4—125 for those who possess the minimum general educational qualification and Rs. 80—3—110 for others. Those Time-keepers who are now on the same scale of pay as Works Clerks may also be allowed the revised scale proposed for those posts.

7. The next category is that of Checking Inspectors who are now on Rs. 35—2—55. The Director has suggested that they may also be given the scale proposed for Lower Division Clerks. Having regard to their qualifications and duties, we however consider that they may be equated to Works Clerks and accordingly propose a revised scale of pay of Rs. 90—3—105—4—125 for those with minimum general educational qualification and Rs. 80—3—110 for others.

8. In this connection, it has also been suggested that 12 out of 94 posts of Checking Inspectors working within the office might be allowed a higher scale, as they have to forego the "batta" that they would be eligible to draw otherwise while doing duties on the line. Batta is not intended to be a source of profit. So raising the scale of the Checking Inspectors to compensate them for loss of batta will not be justifiable. It was however represented to us that the work of the Checking Inspectors within the office was more arduous than those on the line, and we are therefore of the view that it will be appropriate to give them a special pay and we accordingly recommend a special pay of Rs. 10 per mensem for them.

9. The Assistant Store-keepers and Depot Cash-keeper, who are on the same scale of pay as Upper Division Clerks may be allowed the revised scale of pay proposed for Upper Division Clerks. Under the category of Store-keepers, there are three posts in three different grades. We recommend that the Store-keeper in Grade III may be allowed a scale of pay of Rs. 150—5—200 and the Grades II and I may be combined and allowed the unified scale of pay proposed for the Superintendents, viz., Rs. 180—5—200—10—300.

10. Similarly the Stock Verifier and the Chief Cash-keeper who are on the same scale as Junior Superintendents, may be allowed the revised scale proposed for the Superintendents.

11. For the Driving Instructors and Accident Inspectors, who are more or less on the same scale as Upper Division Clerks, we recommend the scale of Rs. 125—5—175, the same as proposed for Upper Division Clerks.

12. There are eleven posts of Traffic Inspectors on Rs. 100—5—150. Their existing scale of pay is intermediate between those of Upper Division Clerks and Superintendents, and we accordingly recommend a scale of Rs. 150—5—200 for these posts.

13. The seven posts of Traffic Managers have been equated to those of Motor Vehicles Inspectors and hence, we recommend for them a scale of Rs. 225—15—375, the same as that proposed for the Motor Vehicles Inspectors.

14. There are three posts of Electrical Foremen whose existing scale coincides with the lower slab of the Supervisors scale of pay. We propose for these posts a scale of Rs. 150—5—200, keeping in view the revised scale proposed for Supervisors.

15. There are three posts of General Foremen and one post of Chief Foreman on the same scale of pay as that of Junior Engineers. So we recommend that the scale of pay proposed for Junior Engineers, viz., Rs. 225—15—375 may be adopted for these posts. In view of the higher scale of pay proposed, we suggest that these posts may in future be filled up only by Diploma holders in Mechanical Engineering with a certain minimum of experience or Engineering Graduates.

16. For the posts of Technical Assistant and Workshop Superintendent which are filled by transfer from among Foremen, we recommend revised scales of pay of Rs. 225—10—275 and Rs. 300—15—450 respectively.

17. Among the gazetted officers, the Labour Welfare Officer is now on the same scale of pay as the Labour Officers, Grade II, in the Labour Department. So the scale of pay proposed for the Labour Officers in the Labour Department, viz., Rs. 300—25—600 may be adopted for this post also.

18. The posts of Deputy Accounts Officers and Accounts Officers may be included in the State Audit and Accounts Service and they may be allowed the revised scales of pay proposed by us for Junior and Senior Accounts Officers respectively.

19. The Assistant Secretary in the Transport Department is now on a scale of Rs. 250—25/2—350 with a special pay of Rs. 50. We recommend that the scale of pay proposed for similar posts of Gazetted Assistants in other offices, viz., Rs. 300—15—450—25—500 may be adopted for this post without any special pay.

20. The post of Personal Assistant to the Director now carries the same scale of pay as Assistant Engineers, viz., Rs. 260—500. This scale seems to have been fixed for the reason that the rule provides for recruitment, among others of Workshop Engineers. The post is however now held by a non-technical man. We feel that in the interests of team work it is desirable to avoid too nice a differentiation in respect of pay among people doing more or less the same work, and in this view, we recommend for this post, the same scale as proposed for the Assistant Secretary, viz., Rs. 300—15—450—25—500. We however recommend that for the existing incumbent the scale of Rs. 300—25—600 may be adopted. In this connection, we observe that the service rules permit the filling the posts of Assistant Secretaries from among Superintendents in the Secretariat. We feel that this post should be reserved for promotees from the ministerial service within the Transport Department and recommend that the service rules may be suitably amended.

21. As regards the posts of Works Manager and Mechanical Engineer, we recommend a scale of Rs. 600—40—1,000 and Rs. 900—50—1,200 respectively, keeping in view of the scales of pay proposed for different grades of Engineers in other departments.

22. For the Deputy Director who is now on a scale of pay approximating to that of Superintending Engineer, we recommend a revised scale of Rs. 1,100—50—1,300.

23. The post of Director is held by an officer borne on the I.A.S. cadre and we are not therefore suggesting any scale of pay for this post.

CHAPTER XLIII.

STATE TRANSPORT AUTHORITY.

1. Originally the Madras Motor Vehicles Taxation Act and the Madras Motor Vehicles Taxation of Passengers and Goods Act were administered by "The Central Road Traffic Board" at the State level and "Regional Transport Authority" at the district level. Consequent on an amendment made to the Madras Motor Vehicles Act in 1954, so as to provide for an independent judicial authority to deal with appeals against the orders of the Regional Transport Authorities, the entire department of Motor Transport Administration was reorganised in 1955. Under this scheme of re-organisation, the Central Road Traffic Board and Regional Transport Authority were abolished and the present State Transport Authority was created in 1955 with a Member of the Board of Revenue as the Transport Commissioner. The Collectors in the districts and the Commissioner of Police in the City of Madras were appointed as Regional Transport Authorities, the Regional Transport Officers in the mufassal and the Deputy Commissioner of Police (Traffic and Licensing) in the Madras City being appointed as Secretaries of the Regional Transport Authorities. An officer in the grade of a District Judge designated as State Transport Appellate Tribunal was appointed as the Appellate Authority to deal with the appeals against the orders of the Regional Transport Authorities and the State Transport Authority.

2. The Member of the Board of Revenue appointed as the Transport Commissioner is now the Head of the Transport Department having general responsibility for administration of the Motor Vehicles Act and the Madras Motor Vehicles Taxation Acts. In the discharge of his functions as Transport Commissioner, he is assisted by the State Transport Authority, who is also designated as the Deputy Transport Commissioner.

3. The present set-up of the department is as follows :—

Serial number and name of the posts				Number of posts.	Scale of pay.
(1)				(2)	(3)
					RS.
1	Peons	..	..	86	18—1—25.
2	Duffadar	..	..	1	24—1—30.
3	Attenders	..	..	15	24—1—35.
4	Shroff	..	..	1	40—2—50—1—60.
5	Typists and Steno-typists	..	..	34	45—90.
6	Lower Division Clerks	..	..	81	45—90.
7	Upper Division Clerks	..	..	15	80—110.
8	Accountants, Grade II	..	..	20	80—110.
9	Upper Division Clerks, Grade I	..	..	14	80—125.
10	Accountant, Grade I	..	..	1	80—125.
11	Head Clerks	..	..	5	80—125.
12	Junior Superintendents	..	..	12	140—190.
13	Senior Superintendents	..	..	2	190—240.
14	Assistant Motor Vehicles Inspectors	..	..	15	100—5—150.
15	Motor Vehicles Inspectors	..	..	24	175—10—225—EB—10—275.
16	Regional Transport Officers	..	..	12	250—50/2—500.
17	Assistant Secretaries	..	..	2	250—50/2—500.
18	Secretary	..	..	1	400—50/2—700.
19	Deputy Transport Commissioner and State Transport Authority.	..	..	1	700—100/2—900.
20	State Transport Appellate Tribunal	..	..	1	District Judge cadre.

4. Of the above staff, categories 1 to 13 are common to all departments and the scales of pay recommended by us elsewhere for those posts will apply to these posts also. The State Transport Appellate Tribunal may be placed on the revised scale proposed for District Judges. We examine below the scales of pay special to the department.

5. The posts of Assistant Motor Vehicles Inspectors were first created in 1945 on a fixed pay as a leave reserve for the category of Motor Vehicles Inspectors. But the Assistant Motor Vehicles Inspectors soon ceased to be mere leave reserves and had to attend to the enforcement of the various Acts connected with motor vehicles. The fixed pay arrangement was found to be unfair in these changed circumstances and the Government therefore placed these posts on a time-scale in 1956. The holders of these posts are licentiates in automobile engineering (a three-year course after S.S.L.C.) and having regard to the increase in initial pay proposed for licentiates in Civil Mechanical and Electrical Engineering in the Public Works and Highways Departments, we propose a scale of Rs. 150—5—200 for the Assistant Motor Vehicles Inspectors.

6. The existing scale of pay of Motor Vehicles Inspectors corresponds to that of Inspectors of Police. We therefore recommend for them a scale of Rs. 225—15—375 the same as for Inspectors of Police.

7. The Regional Transport Officers, the next higher grade of officers in the department, are in charge of districts. They function as Secretaries and Executive Officers of the Regional Transport Authorities. They have to tour for not less than 15 days in a month for proper enforcement of the provisions of Motor Vehicles Act, 1939, and Madras Motor Vehicles Taxation Acts and also for studying the need for additional transport facilities. They are also responsible for collection of Motor Vehicles taxes. The posts of Regional Transport Officers are filled by direct recruitment or by transfer from Motor Vehicles Inspectors or by Superintendents in the Office of the State Transport Authority, Superintendents in the Home Department or Assistant Engineers, Traffic Superintendents, Traffic Managers or Assistant Secretary to the State Transport Department. The grant of permits for public transport vehicles is largely made on the recommendations of the Regional Transport Officers. It is necessary to ensure the highest standards of integrity among this class of officers and therefore the Transport Commissioner has urged before us that the emoluments of Regional Transport Officers should be raised. We agree with him and propose that the Regional Transport Officers should be placed on the same scale as Deputy Collectors, Commercial Tax Officers, Deputy Superintendents of Police, etc., viz., Rs. 375—25—800.

8. We feel also that provision should be made at the same time for infusion of new blood at this level. The rules provide no doubt for some element of direct recruitment but in view of the inadequate career prospects in a small department like this, direct recruits may not always measure up to the high standards expected of them. We therefore propose that direct recruitment to this category may be dispensed with and that arrangements may be made for a fair proportion of these posts being held on a tenure basis by Deputy Collectors. The Deputy Collectors selected for such tenure should be fairly senior officers, but should be young enough to look forward to further advancement in the regular line. The Transport Commissioner welcomed this suggestion but urged that the number of posts earmarked for Deputy Collectors should not be more than one-fourth of the total number of posts of Regional Transport Officers. We have no objection to such a restrictive provision to begin with, but we consider that the more appropriate percentage would be fifty and this should be attained in course of time. The posts reserved for promotees may be filled by promotion from among Motor Vehicles Inspectors or Superintendents in the Office of the State Transport Authority. The provision for promotion from among Superintendents in the Home Department in the Secretariat and certain categories of staff of the State Transport Department may be deleted, as we are anxious that the limited opportunities of promotion available to the staff of the department should not be further impaired by the consideration of claims of outsiders.

9. The posts of Assistant Secretaries carry the scale of pay of Regional Transport Officers plus a special pay of Rs. 50 per mensem. This facilitates the interchange of officers between the posts of Regional Transport Officers and that of Assistant Secretaries and vice versa. We recommend that the existing practice may be continued and that the Assistant Secretaries allowed the scale of Rs. 375—25—800 as for Regional Transport Officers, plus a special pay of Rs. 50.

10. The duties of the Secretary are comparable with those of the Assistant Secretary and it would therefore be appropriate to designate him too as an Assistant Secretary and place him on a scale of Rs. 375—25—800 plus a special pay of Rs. 50. It is the Deputy Transport Commissioner who, in effect, functions as Secretary to the Transport Commissioner and it will be misleading in the circumstances to call an officer of lower status as Secretary. With this change, the set up in the Transport branch will correspond to that of the other branches of the Board of Revenue.

11. The post of Deputy Transport Commissioner and State Transport Authority is filled by promotion from the post of Secretary, State Transport Authority or by transfer of Assistant Secretaries to Government in the Home Department, who have at least one year's experience as Assistant Secretary dealing with the subject of "Motor Vehicles". We recommend that the provision for filling the post from among Assistant Secretaries to Government in the Home Department may be deleted, and that in future the post should be filled by promotion from Regional Transport Officers and Assistant Secretaries in the State Transport Authority or by transfer from among the Deputy Collectors who had previously held the posts of Regional Transport Officers on a tenure basis for not less than two years. We also recommend a scale of pay of Rs. 800—50—1,100 for this post, keeping in view the scale proposed for comparable posts in other departments.

CHAPTER XLIV.

STATIONERY AND PRINTING DEPARTMENT.

1. The Stationery and Printing Department consists of two distinct branches, namely, the Stationery branch and the Press branch. The Stationery branch was under the control of the Collector of Madras till 1953, when it was merged with the Government Press to form a new department of Stationery and Printing under a separate officer called the Controller of Stationery and Printing. The Controller is assisted by an Assistant Controller of Stationery and Printing. The Superintendent, Government Press, continues to be the head of the office, so far as the Press branch is concerned and is in full technical control of the Press discharging at the same time such administrative functions pertaining to the Press as are delegated to him by the Controller.

2. The Madras Government Press which was started in 1831, with a staff of about ten workmen, has now developed into a very big Press employing about 2,500 workers and undertaking a variety of printing work for Government. After the integration of the Pudukottai State, the Pudukottai Government Press has also become a branch of the Government Press.

3. The existing strength and the scale of pay in the Stationery and Printing Department are as shown below :—

Serial number and designation. (1)	Number of posts. (2)	Existing scale. (3)
		RS.
1 Peons	24	18—1—25.
2 Attenders, Grade II	3	18—1—25.
3 Duffadar	1	22—1—35.
4 Attenders, Grade I	31	24—1—35.
5 Typists and Steno-typists	22	45—3—60—2—90.
6 Lower Division Clerks	123	45—3—60—2—90.
7 Upper Division Clerks	{ 18 48	80—125. 80—5—110.
8 Telephone Operators	2	45—3—60—2—90.
9 Lorry Driver	1	35—1—45.
10 Lorry Drivers	2	40—1—50.
11 Junior Artist Cameraman	1	60—2—80.
12 Pharmacist (Compounder)	1	45—3—60.
13 Carpenters	6	30—1—40.
14 Blacksmiths	2	40—2—60—EB—2—70.
15 Turners	2	40—2—60—EB—2—70.
16 Fitters	2	40—2—60—EB—2—70.
17 Junior Carpenters	14	40—2—60—EB—2—70.
18 R.S.S.E. Makers	2	40—2—60—EB—2—70.
19 Tinker	1	30—1—40.
20 Maistries	4	24—1—35.
21 Senior Carpenters	2	70—4—110.
22 Despatching Clerks	21	45—3—60—2—90.
23 Warehouse Clerks	8	45—3—60—2—90.
24 Paper Store-keeper	1	80—125.
25 Head Accountant (Stationery)	1	80—125.
26 Head Clerk (Pudukkottai Branch)	1	80—5—110.
27 Booking Clerk	1	80—3—95—5—110.
28 Senior Despatching Clerk	1	80—3—95—5—110.
29 Senior Warehouse Clerk	1	80—3—95—5—110.
30 Fair Copy Superintendent	1	115—5—140.
31 Head Clerk	1	140—5—190.
32 Chief Accountant	1	140—5—190.
33 Junior Superintendent (Stationery)	1	140—5—190.
34 Office Assistants	8	140—5—190.
35 Manager (Publication Department)	1	140—5—190.
36 Manager (General Despatch)	1	140—5—190.
37 Chief Store-keeper	1	140—5—190.
38 Commercial Accountant	1	140—5—190.
39 Chief Cash-keeper	1	140—5—190.
40 Store-keeper (Stationery)	1	140—5—190.

Serial number and designation. (1)	Number of posts. (2)	Existing scale. (3) RS.
<i>Gazetted posts.</i>		
41 Accounts Officer	1	300—50/2—500.
42 Labour Welfare Officer	1	200—20/2—300.
43 Electrical and Mechanical Engineer	1	200—30/2—380—40/2—500.
44 Stock Verification Officer	1	200—30/2—350.
45 Assistant Superintendents	6	250—40/2—450.
46 Junior Deputy Superintendent	1	300—40/2—500.
47 Assistant Controller	1	300—50/2—700.
48 Senior Deputy Superintendent	1	450—50/2—650.
49 Superintendent	1	750—75/2—1,050.
50 Controller	1	I.A.S. cadre.
<i>Workers in the Press.</i>		
51 Junior Binding Boys	52	30—2—50.
52 Junior Binders	467	30—2—50.
53 Auxiliary Mechanics	6	30—2—50.
54 Junior Electricians	14	30—2—50.
55 Layers-on	261	30—2—50.
56 Stoker Boys	6	30—2—50.
57 Junior Foundry Workers	39	30—2—50.
58 Senior Binders	6	35—2—55.
59 Junior Binder working on Cutting Machines	30	35—2—55 plus special pay Rs. 5.
60 Junior Machinemen	159	35—2—55.
61 Senior Foundry Workers	11	35—2—55.
62 Junior Mechanics	21	35—2—55—1—65.
63 Assistant Electricians	7	35—2—55—1—65.
64 Junior Monotype Casting Attendants	21	35—2—55—1—65.
65 Despatchers	37	35—2—55—1—65.
66 Section Despatchers	24	35—2—55—1—65.
67 Warehousemen	61	35—2—55—1—65.
68 Copyholders	170	35—2—55—1—65.
69 Junior Time-keepers	12	35—2—55—1—65.
70 Assistant Operator	1	35—2—45—1—55.
71 Gate-keeper	1	35—3—50.
72 Top Senior Binders	132	40—2—60—EB—2—70.
73 Offset Machinemen	5	40—2—60—EB—2—70.
74 Senior Machine Minders	2	40—2—60—EB—2—70.
75 Senior Machinemen	89	40—2—60—EB—2—70.
76 Top Senior Foundry Workers	16	40—2—60—EB—2—70.
77 Multileth Operator	1	40—2—60—EB—2—70.
78 Senior Time-keepers	2	40—2—60—EB—2—70.
79 Gate Sergeants	2	40—2—60—EB—2—70.
80 Hand Compositors	480	40—2—60—3—75.
81 Imposers	259	40—3—55—4—75—5—80.
82 Welder-cum-Mechanics	2	45—3—60—2½—85.
83 Senior Monotype Casting Attendants	11	45—3—60—2½—85.
84 Junior Readers	85	45—3—60—2½—85.
85 Junior Foremen	82	45—3—60—2½—85.
86 Computers	55	45—3—60—2½—85.
87 Lorry Driver	1	45—3—60—2½—85.
88 Junior Mechanic (Stationery)	1	45—3—60—2—90.
89 Senior Mechanics	2	45—3—60—2½—85.
90 Senior Mechanics (Monotype)	4	45—3—60—2½—85.
91 Women First Aider	1	45—3—60.
92 First Aider	1	45—3—60.

Serial number and designation. (1)	Number of posts. (2)	Existing scale. (3)
		RS.
93 First Aid Attendant .. '	1	45—3—60.
94 Machine Maistries	6	70—4—110.
95 Head Mono Mechanic	1	70—4—110.
96 Head Casting Mechanic	1	70—4—110.
97 Head Lino Mechanics	2	70—4—110.
98 Head General Mechanics	8	70—4—110.
99 Senior Electricians	5	70—4—110.
100 Aldertype Operators	6	70—4—110.
101 Fitter Maistries	3	90—5—130—10—150.
102 Chief Electricians	2	90—5—130—10—150.
103 Senior Foremen	22	90—5—130—10—150.
104 Senior Readers	32	90—5—130—10—150.
105 Head Computers	11	90—5—130—10—150.
106 Head Despatcher	1	90—5—130—10—150.
107 Overseer (Pudukkottai Branch)	1	90—5—130—10—150.
108 Transcribers	5	90—5—130—10—150.
109 Chief Mechanic	1	90—5—130—10—150.
110 Varitype Operators	2	100—5—150.
111 Monotype Operators	14	100—5—150.
112 Linotype Operators	52	100—5—150.
113 Assistant Store-keeper (Stationery)	1	100—5—150.
114 Assistant to Electrical and Mechanical Engineer.	1	120—5—170.
115 Top Senior Foremen	12	120—10—170.
116 Top Senior Readers	5	120—10—170.
117 General Foremen	3	140—10—190.
118 Head Reader	1	150—10—200.
119 Chief Computer	1	150—10—200.
120 Overseers	2	150—10—200.
121 Manager (Stationery)	1	170—10—220.
122 Office Manager (Press)	1	190—10—240.
123 Motor Cycle Rider	1	30—1—40.
124 Shroff	4	30—1—50.
125 Castmen	2	24—1—32— $\frac{1}{2}$ —35.
126 Packing Attendants	4	24—1—35.
127 Counters	4	24—1—35.
128 Women Attendants	2	24—1—35.
129 Watchmen	19	20—1—30.
130 Lorry Cleaner	1	20—1—25.
131 Lorry Cleaner	1	15—1—25.
132 Lorry Cleaner	1	15—1—20.
133 Women Sweeper	1	15—1—20.
134 Packers	9	18—1—25.
135 Women Searcher	1	18—1—25.
136 Motor Cycle Assistant	1	18—1—25.
137 Glaziers	2	18—1—25.
138 Lascars	25	18—1—25.
139 Messenger Boys	2	18—1—25.
140 Cycle Messengers	2	18— $\frac{1}{2}$ —25.
141 Mazdoors	199	15— $\frac{1}{2}$ —20.
142 Sweepers	25	15— $\frac{1}{2}$ —20.
143 Watermen	4	15— $\frac{1}{2}$ —20.
144 Thotties	5	15— $\frac{1}{2}$ —20.
145 Scavengers	10	15— $\frac{1}{2}$ —20.
146 Watchman	1	10 (Fixed).

Serial number and designation. (1)	Number of posts. (2)	Existing scale. (3)
		RS.
147 Mazdoor	1	13½.
148 Mazdoors	12	15.
149 Scavengers	3	15.
150 Sweepers	6	15.
151 Night Watchman	1	30.

4. Of the categories listed above, categories 1 to 10 are common to all departments. Our recommendation in respect of these posts will be found elsewhere. Categories 11 to 21 carry the scales of pay allowed to similar posts in Medical and other departments. Categories 22 to 29 are on the same scale of pay as either Lower or Upper Division Clerks. The revised scale of pay proposed by us for those posts may therefore be extended to these posts also.

5. There is a post of Fair Copy Superintendent on the scale of Rs. 115—5—140. This scale is identical with that of Fair Copy Superintendents in Collector's Office. We accordingly recommend that the revised scale proposed for the latter, viz., Rs. 150—5—200, may be adopted for this post.

6. There are a number of categories on a scale of Rs. 140—5—190 corresponding to that of the Junior Superintendents, but only one of them is called Junior Superintendent (category 33). Some of these categories though designated differently seem to correspond to Junior Superintendents in duties and responsibilities. For example, the responsibilities of Head Clerks, Chief Accountant and Office Assistants appear to be similar to those of Superintendents. For such posts, we recommend a revised scale of Rs. 180—5—200—10—300, the combined scale proposed by us for Junior and Senior Superintendents. For the remaining posts which are not comparable in respect of duties and responsibilities to those of Junior Superintendents, we recommend a scale of Rs. 180—5—200—10—250 only. We have discussed the criteria for classification of such ministerial posts in Chapter VII.

7. Among the gazetted staff, the existing scale of pay of the post of Electrical and Mechanical Engineer is Rs. 200—500. The initial pay is less than that of an Assistant Engineer. We understand that the present incumbent of the post is on deputation from the Electricity Board. We suggest that the present incumbent may be allowed the same scale of pay as a Junior Engineer or Assistant Engineer depending on his status under State Electricity Board.

8. There is now a post of Stock Verification Officer on Rs. 200—30/2—350. The duties attached to this post should be considered important in a department like this which has valuable stores to account for. The rules for the method of recruitment to this post contemplate, *inter alia*, appointment from among the selection grade Auditors of the office of the Accountant-General, Madras. There will be no need to draw on the staff of the Accountant-General's office when a State Audit and Accounts Service is constituted. The present scale needs however some improvement, and we therefore propose a revised scale of pay of Rs. 300—15—450 for it. When the post is eventually filled by an officer of the State Audit and Accounts Service, the post may be equated to that of Junior Accounts Officer and placed on a scale of Rs. 300—25—600.

9. The Assistant Superintendent and the Junior Deputy Superintendent are more or less on the same scale, except that the Junior Deputy Superintendent's emoluments are higher by Rs. 50 both at the minimum and maximum. We therefore propose a scale of Rs. 300—25—600 for the post of Assistant Superintendent and Rs. 350—25—650 for the post of Junior Deputy Superintendent. The next category is that of the Senior Deputy Superintendent who is now on a scale of Rs. 450—50/2—650. We consider that a revised scale of pay of Rs. 525—25—850 will be appropriate for it.

10. The duties and responsibilities of the Superintendent, Government Press, are now somewhat attenuated, as he is no longer the head of the department. No improvement of the existing scale is, therefore, necessary but in the interests of rationalisation, we recommend a revised scale of Rs. 900—50—1,100 a scale which we have allowed to some of the Joint Heads of Departments.

11. The Assistant Controller is on a scale identical with that of Deputy Collectors, and we, therefore, propose a revised scale of Rs. 375—25—800 for him.

12. The post of Controller of Stationery and Printing in the senior time-scale of the I.A.S. is temporarily kept in abeyance. In its place, a temporary post of Controller in the grade of Deputy Secretary to Government (non-I.A.S.) has been created. As the post of Controller is borne on the I.A.S. cadre, we are not suggesting any revised scale.

13. We have dealt with the case of other workers under the chapter on Industrial Employees.

CHAPTER XLV.

PORT DEPARTMENT.

1. The Madras Port Department is responsible for the administration and conservancy of all minor ports in the State, excepting the port of Tuticorin. It administers the Indian Ports Act and the Madras Outports Landing and Shipping Fees Act. It provides facilities for safe entry and berthing of ships, loading and discharging of cargo and for the embarkation and disembarkation of passengers. It constructs and maintains harbours and lights and light-houses. It also warns shipping of all imminent dangers and issues necessary instructions for the guidance of mariners. The expenses of the department are met out of fees credited to State Minor Ports Fund, The State Landing and Shipping Funds and The State Pilotage Funds. The Minor Ports Fund is common to all the minor ports in the State, while the Landing and Shipping Funds are separate funds for each of the ports where they exist. Although their pay and allowances are thus met from special funds, the officers and staff of the Port Department are all Government servants. The existing strength and the scale of pay of the various posts in the department are given below :—

Serial number and name of the post. (1)	Scale of pay. (2) RS.	Number of posts (3)
1 Peons	18—1—25	29
2 Lascars	18—1—25	2
3 Attender	24—1—35	1
4 Typists	45—90	3
5 Lower Division Clerks	45—90	18
6 Upper Division Clerks	80—110	2
7 Junior Superintendents	140—5—190	3
8 Senior Superintendent	190—10—240	1
9 Draughtsman, Grade III	70—2—90—3—120	1
10 Draughtsman, Grade II	120—5—150	1
11 Supervisor	100—5—150—10—250	1
12 Junior Engineer	100—5—150—10—250	1
13 Boatmen	16—1—26	5
14 Lascars	17—1—26	31
15 Greasers	17—1—26	2
16 Store Attender	18—1—26	1
17 Tindal	20—1—28	1
18 Watchmen	20—1—30	8
19 Firemen	20—1—30	6
20 Serangs, Grade II	20—1—30	5
21 Serang, Grade I	30—1—40	1
22 Flag Lascar	20—1—30	1
23 Head Watchman	25—1—35	1
24 Assistant Light Keepers and Signallers	30—1—40	9
25 Pilots, Grade II	30—1—40	5
26 Maistries	30—1—45	7
27 Pilots, Grade I	40—2—50—1—60	3
28 Drivers, Grade III	40—1—55	3
29 Driver, Grade II	55—1—70	1
30 Mobile Crane Drivers	40—1—50—2—60	2
31 Morse Signallers	40—2—60	3
32 Operator	90—3—120	1
33 Assistant Port Conservators-cum-Wharf Supervisors.	45—3—60—2—90	10
34 Port Conservators	80—4—100—EB—5—150	13
35 Assistant Engineer (Marine)	260—30/2—380—40/2—500	1
36 Inspecting Dredging Engineer	650—50/2—1,000	1
37 Port Officers	600—30—900—50—1,200	3
38 State Port Officer and Agent for Government Consignments.	600—30—900—50—1,200 plus special pay of Rs. 250 and a personal pay of Rs. 200.	1

2. Of the staff enumerated above, categories 1 to 8 are common to all departments, while categories 9 to 12 are identical with similar posts in the Public Works Department. The scales of pay recommended by us elsewhere for those posts will apply to the posts in this department also. The scales of pay of the more important posts special to the department are examined below.

3. The post of Operator of the dredger which is on the scale of Rs. 90—3—120 is filled either by direct recruitment or by promotion. A direct recruit to this post should possess a degree or diploma in mechanical engineering with practical experience in a mechanical engineering workshop for a period of not less than five years. Experience as a Driver of a dredging plant for not less than five years and practical experience in dredging with ability to control the staff on the dredger is sufficient for a promotee. The State Port Officer has pointed out that he has not been able to fill the post by direct recruitment in view of the low scale of pay and that the existing incumbent is a promotee. Dredging being a specialised job, we recommend a revised scale of Rs. 125—5—175 for this post.

4. Assistant Port Conservators-cum-Wharf Supervisors draw the same scale of pay as Lower Division Clerks and may accordingly be allowed a scale of Rs. 90—4—110—3—140.

5. The Port Conservators are in charge of ports which are not the headquarters of the Port Officers. They are responsible for the conservancy of their respective ports, and have both executive and ministerial work to do. Keeping this in view, and also the lack of prospects of promotion we recommend a scale of Rs. 125—5—175—10—225 for this category.

6. The Assistant Engineer (Marine) is under the direct control of the State Port Officer and is his technical adviser for all Civil Works connected with the minor ports in the State. He has, therefore, statewide jurisdiction. He prepares estimates and plans, and executes and supervises all works of the department. He is now on the same scale as Assistant Engineers in the Public Works Department, and we therefore recommend a scale of Rs. 350—25—650 for him.

7. The Inspecting Dredging Engineer is responsible for the annual dredging of all minor ports. He is now on a scale of Rs. 650—50/2—1,000. We were at first inclined to equate this post with that of Executive Engineers in the Public Works Department; but it has been urged that it is difficult to get qualified men on even the existing scale of pay. We accordingly recommend for this post a scale of Rs. 700—50—1,100, a somewhat higher scale than that of Executive Engineers.

8. There are three Port Officers with headquarters at Cuddalore, Nagapattinam and Tuticorin and they exercise jurisdiction over all ports in their respective charges. They are executive officers of their own ports and exercise immediate control over the Port Conservators and Assistant Port Conservators in charge of minor ports within their respective jurisdictions. Their duties include granting of certificate of entry and clearance to vessels, levy and collection of Port dues, landing and shipping dues and pilotage fees, and survey and registration of coasting vessels.

9. The posts are filled by direct recruitment. The qualification prescribed for this post is certificate of competency as Commander in the Indian Navy without being in the active list, or a Foreign Going Master's Certificate granted by the Board of Trade, London, and experience as Chief Officer. The State Port Officer has represented to us that the existing scale was fixed during pre-war days when a captain of a ship was allowed a scale of only Rs. 450 to Rs. 900. The conditions have since changed and the pay of a captain of a ship in the mercantile marine now ranges from Rs. 900 to Rs. 1,200. The State Port Officer stressed that the scale of pay of Port Officers should be at least Rs. 800—50—1,200. In view of the high qualifications prescribed for the post and the high scale of pay offered by the mercantile marine, we recommend a revised scale of pay of Rs. 700—40—900—50—1,000 for Port Officers.

10. The State Port Officer who is the Head of the Department draws the same scale of pay as Port Officers plus a special pay of Rs. 250 for the additional responsibility involved as Head of Department and a personal pay of Rs. 200. The special pay and personal pay have been given in compensation for the loss of income from survey fees and the additional expenditure the officer has to bear on his transfer to the City. We feel that it is incongruous to allow a special pay to a Head of Department who does not hold the post on a tenure basis. The grant of personal pay for the considerations set out above is also quite anomalous and objectionable in principle. We consider that the State Port Officer being a Head of the Department should be allowed a separate scale of pay. We accordingly recommend a scale of Rs. 1,200—50—1,400 for the post without any special pay or personal pay.

CHAPTER XLVI.**ACCOMMODATION CONTROLLER.**

1. The Accommodation Controller is in charge of the administration of the Madras Buildings (Lease and Rent Control) Act in Madras City. The strength and the scales of pay of the various posts in his office are as follows :—

Serial number and name of the category. (1)	Number of posts. (2)	Existing scale. (3)
RS.		
<i>Categories of staff common to all departments.</i>		
1 Process-servers and Peons	29	18—1—25.
2 Attenders	3	24—1—35.
3 Lower Division Clerks	12	45—3—60—2—90.
4 Typists and Steno-typists	8	45—3—60—2—90.
5 Upper Division Clerks	3	80—5—110—3—125.
<i>Categories of staff special to this department.</i>		
6 Section Writers	4	30.
7 Accommodation Inspectors	7	45—3—60—2—90.
8 Office Superintendents	3	150—5—200.
9 Accommodation Deputy Tahsildars	2	150—5—200.
10 Rent Controller and Additional Rent Controller.	2	550—50/2—700.
11 Accommodation Controller	1	(Senior time-scale of I.A.S.)

Of the above categories of staff items 1 to 5 are common to several departments and our recommendation in respect of these posts will be found elsewhere.

2. The Section Writers are borne on the cadre of Copyists in the Judicial Department and may therefore be allowed the revised scale proposed by us for the Copyists.

3. The posts of Accommodation Inspectors, Accommodation Deputy Tahsildars and Office Superintendents on Deputy Tahsildar's grade are filled by persons drawn from the corresponding grades in the Revenue Department. We therefore recommend that the revised scales of pay proposed for such posts in the Revenue Department may be adopted for these posts also.

4. The Rent Controller and Additional Rent Controller being Sub-Judges may be placed on the revised scales proposed by us for the Sub-Judges.

5. The post of Accommodation Controller is to be held normally by an I.A.S. Officer and we are not therefore making any recommendations in regard to this post.

CHAPTER XLVII.**DEPARTMENT OF AGRICULTURAL INCOME-TAX.**

1. The Department of Agricultural Income-tax came into existence in 1955, on the introduction of the Madras Plantation Agricultural Income-tax Act with effect from 1st April 1955. This Act applied originally only to agricultural income derived from plantations, growing tea, coffee, rubber, cinchona and cardamom. But in 1958 by an amendment, the Act was extended to all sectors of agriculture and now all persons deriving an

agricultural income of Rs. 3,600 and above have been made liable to pay an agricultural income-tax. The table below shows the strength and the scales of pay of the various categories of staff in the department :—

Serial number and designation. (1)	Number of posts. (2)	Existing scale. (3)
		RS.
1 Peons	173	18—1—25.
2 Attender	1	24—1—35.
3 Jeep Drivers	4	35—1—45.
4 Lower Division Clerks and Inspectors ..	85	45—3—60—2—90.
5 Typists and Steno-typists	50	45—3—60—2—90.
6 Upper Division Stenographer	1	80—5—110—3—125.
7 Upper Division Clerks and Inspectors ..	57	80—5—110—3—125.
8 Junior Superintendent	1	140—5—190.
9 Senior Superintendents, Grade II	2	190—10—240.
10 Senior Superintendent, Grade I	1	250—10—300.
11 Assistant Agricultural Income-tax Officers ..	7	150—5—200.
12 Agricultural Income-tax Officers	35	200—10—300.
13 Senior Superintendent in the grade of Agricultural Income-tax Officer.	1	200—10—300.
<i>State Services.</i>		
14 Assistant Commissioners and Personal Assistant to the Commissioner.	6	300—50/2—700.
15 Commissioner	1	(Senior time-scale of the I.A.S.)

Of the above staff, categories 1 to 10 are common to the several departments and the recommendations made by us elsewhere in regard to their scales of pay will apply to these posts also.

2. Among the non-gazetted staff, the Assistant Agricultural Income-tax Officers and the Agricultural Income-tax Officers are the most important. They are in charge of implementation of the Madras Agricultural Income-tax and the Travancore-Cochin Agricultural Income-tax Acts. They check the accounts of assesseees and determine the tax payable. Wherever necessary, they also carry out field inspections. They are also responsible for the collection of the tax levied. These correspond to the categories of Deputy Tahsildars and Tahsildars in the Revenue Department. In fact they are treated as temporary additions to the cadre of Deputy Tahsildars and Tahsildars in the Revenue Department. The revised scales recommended by us for the posts of Deputy Tahsildars and Tahsildars may therefore be adopted for these posts also.

3. Among the gazetted staff, the posts of Assistant Commissioners and the Personal Assistant to the Commissioner are only temporary additions to the cadre of Deputy Collectors in the Revenue Department and the revised scale of pay proposed by us for the Deputy Collectors, viz., Rs. 375—25—800 will apply to these posts also.

CHAPTER XLVIII.

DEPARTMENT OF APPROVED SCHOOLS AND VIGILANCE SERVICE.

1. The Inspector-General of Prisons was also the Chief Inspector of Approved Schools (till recently called Certified Schools) and Vigilance Service till 1947. In 1947, the Government decided that reformatory institutions like the Approved Schools should not be administered by the Jail Department and a separate post of Chief Inspector of Approved Schools was therefore created and the institutions were placed under his control. In April 1948, the Stri Sadana, Rescue Home and the Vigilance Home which were under the control of the Madras Vigilance Association were provincialised and placed under the control of the Chief Inspector of Approved Schools. The Chief Inspector was assisted in his work relating to the Vigilance Service by a Personal Assistant who was also Provincial Vigilance Officer. In 1954, the post of Personal Assistant and Provincial Vigilance Officer was abolished and the Chief Inspector was entrusted with the administration of the approved schools and the vigilance institutions.

2. The number and scales of pay of the various posts in the department are set out in the statement below :—

Serial number and designation.					Scale of pay.				Number of posts.
(1)					(2)				(3)
					RS.				
1	Peons	..	..	..	18—1—25	..	..	..	50
2	Duffadar	..	..	..	22—1—30	..	..	..	1
3	Attenders	..	..	..	24—1—35	..	..	..	6
4	Typists	..	..	..	45—3—60—2—90	plus Special Pay.			9
5	Lower Division Clerks	..	..	..	45—3—60—2—90	..	..	..	23
6	Upper Division Clerks	..	..	..	80—5—110	..	..	..	13
7	Junior Superintendents	..	..	..	140—5—190	..	..	..	2
8	Higher Elementary Teachers	..	..	..	30—1—50	..	..	..	27
9	Secondary Grade Teachers	..	..	..	45—3—60—2—90	plus a Special Pay of Rs. 10.			48
10	Physical Training Instructors, Grade I	..	..	..	50—2—70—2½—95	..	..	..	3
11	Physical Training Instructors, Grade II	..	..	..	45—2—75	..	..	..	7
12	Nursing Orderlies, Grade I	..	..	..	24—½(A)—30	..	..	..	6
13	Nursing Orderlies, Grade II	..	..	..	19—1—25	..	..	..	6
14	Medical Officers of the Approved Schools	..	..	..	150—25/2—400	..	..	..	4
15	Attendants	..	..	..	16—1—25	..	..	..	4
16	Head Gardener	..	..	..	25—1—40	..	..	..	1
17	Mat Weaving Instructors	..	..	..	25—1—35	..	..	..	2
18	Work Mistress (Government Home, Madras).	Reception	..	..	35—1—50	..	..	..	1
19	Spinning Instructors, Grade II	..	..	..	35—1—40	..	..	..	6
20	Binding Instructor, Grade II	..	..	..	30—2—40—1—50	..	..	..	1
21	Tailoring Instructors, Grade II	..	..	..	35—2—55	..	..	..	3
22	Carpentry Instructors, Grade II	..	..	..	35—2—55—1—65	..	..	..	3
23	Spinning Instructor	..	..	..	50—3—80	..	..	..	22
	Binding Instructor	..	..	..		
	Tailoring Instructor	..	..	..		
	Carpentry Instructor, Grade I	..	..	..		
24	Sewing Instructress	..	..	..	45—3—60—2—90	..	..	..	13
	Weaving Instructress	..	..	..		
	Needlework Instructress	..	..	..		
	Music Instructress	..	..	..		
25	Band Masters	..	..	..	80—2—90	..	..	..	3
26	Wireman	..	..	..	35—2—55—1—65	..	..	..	1
27	Matrons, Grade III and Assistant Matrons	..	..	..	Rs. 15 (fixed)	..	..	..	8
	Matrons	..	..	..	25—½(A)—31	..	..	..	8
	Matrons, Grade II	..	..	..	30—1—40	..	..	..	15
	Matrons, Grade I and Chief Matrons	..	..	..	35—3—56—4—60	..	..	..	10
28	Gatemen in Vigilance Home and Watchmen.	..	..	..	22—1—30	..	..	..	6
	Gatemen in Approved Schools	..	..	..	35—1—40	..	..	..	13
	Guards	..	..	..	30—½(A)—40	..	..	..	21
	Chief Guards	..	..	..	40—2—60	..	..	..	2
	Chief Guard	..	..	..	40—1—60	..	..	..	1
29	Reception Home Assistants (Junior)	..	..	..	30—1—40	..	..	..	7
	Reception Home Assistant (Senior)	..	..	..	35—1—45	..	..	..	1
30	Pharmacists	..	..	..	45—2—85	..	..	..	9
31	Qualified Nurse	..	..	..	50—3—65—2—75 (65—5/2—100 for the old incumbent).	..	..	..	1
32	Agricultural Instructors	..	..	..	45—2—55—1—60	..	..	..	6
33	House Masters	..	..	..	45—3—60—2—90	..	..	..	25
34	Woman Patroller	..	..	..	70—3—100	..	..	..	1
35	Superintendent (Government Reception Home).	Remand	..	..	75—5—100	..	..	..	1
36	Assistant Superintendent (Protective Home, Tiruchirappalli).	..	..	..	90—5—140	..	..	..	1

Serial number and designation. (1)	Scale of pay. (2)	Number of posts. (3)
	RS.	
37 Assistant Superintendents (Approved Schools).	90—5—150	8
38 Superintendent, Government Reception Home.	120—5—170	1
39 Assistant Superintendents, Vigilance Home and Stri Sadana.	125—5—175	2
40 Junior Supervisors (After-care Home and Shelters).	150—5—200	5
41 Supervisor (After-care Home)	200—10—300	1
Superintendent (Protective Home)	200—10—300	1
<i>Gazetted posts.</i>		
42 Personal Assistant to the Chief Inspector of Approved Schools and Vigilance Service.	190—15/2—250	1
43 Superintendent, Government Vigilance Home and Stri Sadana.	230—15/2—275	1
44 Superintendents, Approved Schools	230—30/2—260—40/2—500 ..	5
45 Chief Inspector of Approved Schools and Vigilance Service.	500—50/2—800	1

3. Of the staff listed above, categories 1 to 7 are common to all departments. Categories 8 to 14 are on the same scales as those in the Education and Medical Departments. The scales of pay recommended by us elsewhere for those posts will apply to these posts also. We examine below the scales of pay of the more important categories of staff special to the department.

4. The Matrons of all the grades in the Approved Schools and in the Vigilance Institutions get free board and lodging in addition to their pay. They are not however eligible for any allowance. We recommend the following scales of pay without taking into account free board and lodging. The Government may effect a suitable reduction from the pay and allowances for the posts suggested below, if free boarding and lodging concessions are continued :—

Name of the post.	Scale of pay proposed. RS.
Matrons, Grade III, and Assistant Matrons	50—1—60.
Matrons, and Matrons, Grade II	55—1—70.
Matrons, Grade I, and Chief Matrons	90—4—110—3—140.

5. For the Superintendent, Government Remand (Reception) Home, who is now on Rs. 75—5—100, we recommend a scale of Rs. 100—5—150.

6. We understand that no service rules have yet been framed for the post of Assistant Superintendent, Government Protective Home, Tiruchirappalli. We recommend a scale of Rs. 140—5—180—10—250 if the same qualifications as for School Assistants are prescribed.

7. The Assistant Superintendents of Approved Schools were formerly designated as Assistant Headmasters and Assistant Headmistresses. They help the Superintendents in the proper running of the schools. Their scale of pay is less than that of School Assistants, Grade II, in the Education Department. A direct recruit to this category should have all the qualifications of a School Assistant. We therefore feel that the same scale of pay as for School Assistants, Grade II, should be allowed to the Assistant Superintendents also. Accordingly, we recommend a scale of Rs. 140—5—180—10—250 for these posts.

8. The Superintendent, Government Reception Home, is in charge of under-trial delinquents received in the home and kept under custody till the charges against them are disposed of. The post now carries a scale of Rs. 120—5—170 higher than that of Assistant Superintendents of Approved Schools. As the responsibilities attached to the posts of Superintendents are not greater than those of Assistant Superintendents in the teaching line, we recommend that this post may be equated to that of Assistant Superintendents. We therefore recommend only a scale of Rs. 140—5—180—10—250 for the Superintendent, Government Reception Home, the same as for Assistant Superintendents.

9. For the Assistant Superintendent, Government Vigilance Home, Madras, who is now on the scale of Rs. 125—5—175, and for the Assistant Superintendent, Stri Sadana, we recommend a scale of Rs. 140—5—180—10—250.

10. The posts of Junior Supervisors and Superintendents of After-care Homes, Shelters and Protective Homes were recently created in connection with implementation of Plan schemes on a higher scale of pay than other posts which were already in existence in the department. We feel that the posts of Junior Supervisors are also comparable to that of the Assistant Superintendent, Government Vigilance Home and Assistant Superintendent, Stri Sadana and therefore suggest a scale of Rs. 140—5—180—10—250 for them. We are aware that these posts carry different scales of pay at present but consider that in the interests of rationalization, they may all be brought on a uniform scale of pay. As regards Supervisors of the After-care Homes and Shelters and Superintendents of Protective Homes, we recommend a scale of Rs. 250—15—400.

11. The post of Personal Assistant to the Chief Inspector was sanctioned only recently in 1956 to be in charge of the office in the absence of the Chief Inspector on tours. We feel that there is no need for a Gazetted Personal Assistant for a small office. The post is now held by a Superintendent from Secretariat and this arrangement has further whittled down the already limited prospects of promotion open to the ministerial staff of the department. We therefore recommend that the post of Personal Assistant should be held by a Senior Superintendent in the office of the Chief Inspector and that he might be allowed in addition to his grade pay as Superintendent, a special pay of Rs. 25 per mensem but without gazetted status.

12. The Superintendent of Government Vigilance Home and Stri Sadana is, as the name implies, the executive and the administrative head of the two Government institutions, Government Vigilance Home and Stri Sadana Rescue Home, Madras. The present scale of pay of the post is less than that of the Superintendents of Approved Schools. We therefore recommend a scale of Rs. 300—15—450 for this post.

13. The Superintendents of Approved Schools are responsible for the proper running of the Approved Schools. Previously, they were designated as Headmasters and Headmistresses, and were on the scale of Rs. 230—30/2—260—40/2—380. In 1958, the scale of pay was raised to the present level. As the Superintendents have had already the benefit of a revision, we consider that a scale of Rs. 300—25—600 would suffice for them.

14. The Chief Inspector is the Head of the Department of Approved Schools and Vigilance Service. It was represented to us that the Chief Inspector should be allowed a scale of pay of Rs. 800—50—1,000, for the reason that her duties and responsibilities were comparable to those of the Inspector-General of Prisons, etc. We do not agree with this and considering the size of the department, we recommend a scale of Rs. 600—40—1,000 for the post. The scales of pay of other posts of minor importance have been indicated in Part IV.

CHAPTER XLIX.

CHIEF ELECTRICAL INSPECTOR TO GOVERNMENT.

1. Prior to the formation of the Madras State Electricity Board on 1st July 1957, the Chief Electrical Inspector to Government and his staff were under the control of the Chief Engineer (Electricity). The Electrical Inspector is now functioning under the direct control of the State Government. Even after the formation of the State Electricity Board, the Chief Electrical Inspector to Government continues to function as Electrical Inspector under the Indian Electricity Act, 1910, in respect of the areas directly under the licensees. In addition he is in charge of Electrical Inspection work under the Madras Cinema Regulation Rules, 1957, and the collection of fees therefor. The existing strength and the scales of pay of the various categories under his control are as follows:—

Serial number and name of the category. (1).	Number of posts. (2)	Existing scale. (3) RS.
<i>Posts common to all departments.</i>		
1 Peons	26	18—1—25.
2 Attenders	4	24—1—35.
3 Lower Division Clerks	12	45—3—60—2—90.
4 Typists including Steno-typists	9	45—3—60—2—90.
5 Upper Division Clerks	10	80—5—110.
6 Accountants	9	140—5—190.
7 Cleaner	1	18—1—25.

Serial number and name of the category. (1)	Number of posts. (2)	Existing scale. (3)
<i>Posts special to the department.</i>		<i>Rs.</i>
8 Helper	1	25-1-35.
9 Instrument Mechanic, Grade IV	1	45-2-65.
10 Instrument Mechanics, Grade III	3	50-2-70.
11 Instrument Repairer, Grade II	1	45-2-65-1-70.
12 Instrument Repairer, Grade I	1	60-3-90.
13 Testers	5	70-3-100.
14 Electrical Draughtsman, Grade III	1	70-2-90-3-120.
15 Foreman, Grade IV	1	80-5-115.
16 Supervisors, Grade II	2	100-5-150.
17 Junior Electrical Engineers	7	150-10-250.
<i>Gazetted posts.</i>		
18 Assistant Electrical Engineers	2	260-30/2-380-40/2-500.
19 Deputy Chief Accountants	2	200-30/2-350.
20 Chief Accountant (Audit)	1	340-40/2-500-50/2-600.
21 Electrical Inspector	1	500-50/2-850.
22 Divisional Electrical Engineer	1	500-50/2-850.
23 Chief Electrical Inspector	1	1,000-100/2-1,200.

No special recommendations are necessary in respect of common categories of staff.

2. There are three posts of Instrument Mechanics in Grade III on Rs. 50-2-70 and one post of Instrument Mechanic, Grade IV, on Rs. 45-2-65. There are no posts in Grade II and Grade I in this department now. So we suggest that the existing two grades may be treated as Grades I and II and allowed a scale of Rs. 80-3-110 and Rs. 90-3-105-4-125 respectively.

3. Of the Instrument Repairers also, there are two grades, one on a scale of pay of Rs. 45-2-65-1-70 (Grade II) and the other on a scale of Rs. 60-3-90 (Grade I). We recommend that these two grades may be combined into one grade on a scale of pay of Rs. 90-3-105-4-125.

4. The next important category in the department is the Electrical Draughtsmen, Grade III. The scale of pay corresponds to that of Draughtsmen, Grade III, in the Public Works Department. We recommend the same revised scale of pay of Rs. 120-3-150-5-175 for this category as in the case of Draughtsmen, Grade III, of the Public Works Department. Since there are no posts of Draughtsmen, Grade I or II, we suggest that this post may be designated merely as Electrical Draughtsmen. Then there is one post of Foremen in Grade IV. As there are no posts of Foremen in Grades I to III in this department, we suggest that this post also may be designated merely as Foremen and allowed a scale of Rs. 125-3-140-5-150.

5. The next important category in the department is Supervisor, Grade II. The existing scale of pay represents the lower chunk of the present scale of pay of Supervisors in the Public Works Department. We recommend a scale of pay of Rs. 150-5-175-10-225 for these posts and suggest that they may be designated merely as Supervisors, as there are no other grades of Supervisors in this department.

6. The other higher technical posts in the department carry the same scales of pay as posts at the corresponding level in the Public Works Department. We accordingly recommend the following revised scales of pay :-

Junior Electrical Engineer	Rs. 225-15-375 (the same as Junior Engineers).
Assistant Electrical Engineer	Rs. 350-25-650 (the same as Assistant Engineers).
Electrical Inspector and Divisional Electrical Engineer.	Rs. 600-40-1,000 (the same as Executive Engineers).
Chief Electrical Inspector to Government	Rs. 1,100-50-1,300 (the same as Superintending Engineers).

7. Among the non-technical staff there are two posts of Deputy Chief Accountant and one post of Chief Accountant in the department. We have suggested elsewhere the constitution of a State Audit and Accounts Service. We recommend that these posts also may be included in the said service, when it is constituted. Pending constitution of that service, we recommend a scale of pay of Rs. 300—25—600 for Deputy Chief Accountants and Rs. 375—25—800 for the Chief Accountant so as to be in conformity with the scales proposed for the Accounts Officers in other departments.

Our recommendations in respect of the other individual posts will be found in Part IV.

CHAPTER L.

GOVERNMENT MUSEUM.

1. There are two Museums run by the Government at present, one at Pudukkottai and the other at Madras. Both the Museums are under the overall control of one Superintendent. The National Art Gallery adjacent to the Museum at Madras is also under the control of this Superintendent who is given a special pay of Rs. 100 for this work.

2. The strength and the scales of pay of the different posts in this department are brought out in the statement below:—

Serial number and name of the post. (1)	Existing scale. (2) RS.	Number of posts. (3)
<i>A. Categories common to all departments.</i>		
1 Peons	18—1—25	49
2 Attenders	25—1—35	8
3 Typist	45—3—60—2—90 plus special pay.	1
4 Lower Division Clerks	45—3—60—2—90	7
5 Upper Division Clerks	80—5—110	3
6 Office Assistant	140—5—190	1
<i>B. Categories special to the department.</i>		
7 Printer	25—1—35	1
8 Caretaker	45—1—55	1
9 Taxidermists, Grade II	45—1—55	2
10 Taxidermist, Grade I	90—3—120	1
11 Assistant Photographer	60—1—70	1
12 Photographer	90—3—120	1
13 Technical Assistant for Government Museum, Pudukkottai.	60—1—70	1
14 Assistant Curators and Guides	90—3—120	3
15 Curators, Grade II	150—5—200—10—250	5
16 Curator, Grade I	200—10—350	1
17 Assistant Superintendent	300—30/2—450	1
18 Superintendent	400—75/2—550—100/2—850 plus special pay of Rs. 100.	1

3. The scales of pay of the common categories have been indicated elsewhere. Of the non-gazetted categories of staff special to the department, we consider that the Caretaker may be allowed the same scale as a Lower Division Clerk as his work appears largely clerical. This should be subject to the condition that minimum general educational qualification is insisted on. The posts of Assistant Curators and Guides may be equated with those of Upper Division Clerks having regard to their present scale of pay and duties. The scales of pay of the other isolated non-gazetted posts of minor importance have been set out in Part IV.

4. Among the non-gazetted staff the most important are the Curators. The Superintendent, Government Museum, has urged that these posts should be equated with those of Assistant Lecturers, as both the Curators and the Assistant Lecturers had been on

the same scale of pay even prior to 1947. He has also suggested the unification of the existing two grades of Curators. The duties of Curators and Assistant Lecturers are not comparable. In proposing our revised scales of pay for the Assistant Lecturers we have been partly influenced by the suggestions of the University Grants Commission and its offer of financial assistance for improving the emoluments of the teaching staff in Colleges. While these considerations do not apply in the case of Curators, we feel that there are some other grounds in their favour. Thus the qualifications prescribed for the posts of Curators are more or less identical with those laid down for Assistant Lecturers and in any case these posts need men with aptitude for research. The prospects of promotion in this department are not also as bright as in the Collegiate branch of the Education. Therefore, we feel that Curators can be allowed the same scale as Assistant Lecturers and accordingly recommend a scale of Rs. 225—10—275—15—425 for both grades of Curators.

5. Among the Gazetted staff, the post of Assistant Superintendent was created in lieu of one of the posts of Curators to assist the Superintendent in the administration of the Museums. Since opportunities for promotion in this office are limited, some improvement in the maximum pay of the post is called for and we accordingly recommend a scale of Rs. 375—25—525 for the post of Assistant Superintendent.

6. We find that the Superintendent is now given a special pay of Rs. 100 for being in charge of the National Art Gallery. Special pay is generally allowed only for posts held on tenure. If it is to be a permanent addition to the pay of a post as compensation for additional work, the logical course will be to merge the special pay with pay. Keeping this in view, we propose for the Superintendent a revised scale of Rs. 600—40—1,000—50—1,100 the same as that proposed for Chief Professors, without any special pay. We also find that the Superintendent is now treated as the head of an office attached to the Secretariat in the Education Department. This is obviously an unsatisfactory arrangement. We consider that the Museum Department could as well be placed under the control of the Director of Public Instruction.

CHAPTER LI.

HANDLOOM DEPARTMENT.

1. Prior to 1956, there was no unified administrative machinery for implementing the scheme relating to the handloom industry. The Director of Industries and Commerce was responsible for the welfare of the weavers outside the co-operative fold, while the Registrar of Co-operative Societies was in charge of schemes relating to weavers within the co-operative fold. In 1956, the Government created the post of the Director of Handlooms with a view to ensure the progress of handloom weavers both within and outside the co-operative fold. The Director is the Head of a Department and deals direct with the Government in all matters relating to the handloom industry outside the co-operative fold and also powerlooms and textile mills. In regard to schemes for weavers within the co-operative fold, however, the Director functions as an Ex-officio Joint Registrar of Co-operative Societies.

2. The scales of pay and the existing strength of the various posts in this department are indicated in the statement below :—

Serial number and name of the post.	Existing scale.	Number of posts.
(1)	(2)	(3)
	RS.	
<i>Common Categories.</i>		
1 Peons	18—1—25	8
2 Duffadar	22—1—30	1
3 Attender	24—1—35	1
4 Lower Division Clerks	45—3—60—2—90	3
5 Typists and Steno-typists	45—3—60—2—90 plus special pay.	4
6 Upper Division Clerks including Upper Division Steno.	80—5—110—3—125	4
7 Driver	35—1—45	1

Serial number and name of the post. (1)	Existing scale. (2) RS.	Number of posts. (3)
<i>Other Non-Gazetted posts.</i>		
8 Senior Inspectors of Co-operative Societies ..	90—4—110—5—120	2
9 Co-operative Sub-Registrars	150—5—200	2
10 Godown Keeper	100—5—150	1
<i>Posts on fixed and Consolidated Pay.</i>		
11 Boy Assistants	30	3
12 Assistant Manager at Pollachi	45	1
13 Assistant Mechanics	105 and 95 (consolidated) ..	2
14 Chief Mechanic	152 (consolidated)	1
15 Technical Assistant	248 (consolidated)	1
<i>Gazetted posts.</i>		
16 Special Officer (Textile)	260—30/2—380—40/2—500 ..	1
17 Special Officer, 16 Spindles Unit Scheme, Pollachi.	230—30/2—260—40/2—500— 50/2—700.	1
18 Director of Handlooms	(Senior I.A.S.)	1

3. Of the above posts, categories 1 to 7 are common to all departments and the revised scales recommended therefor will apply to these posts. The Senior Inspectors of Co-operative Societies and the Co-operative Sub-Registrars have been drafted from the Co-operative Department and the scales of pay recommended for them in the Co-operative Department will therefore apply to them.

4. The post of Godown Keeper and the other posts on fixed pay were sanctioned in connection with the introduction of 16 Spindles Model Spinning Units in the rural parts of Coimbatore district as a Pilot Scheme. The object of the scheme was to find out the potentialities of the yarn spun in the Spinning Unit and the reaction of handloom weavers, other than Khadi weavers, to it. The posts have been filled by recruitment from the open market. Since the scheme is still on an experimental basis, we feel that there is no need for revising existing fixed pay or consolidated pay allowed to various posts. However, for the post of Godown Keeper, we recommend a scale of Rs. 125—5—175, after merging the dearness allowance.

5. The Special Officer (Textiles) functions as Personal Assistant to the Director and assists him in his work relating to weavers outside the co-operative fold, powerlooms and textile mills. Prior to the formation of Andhra State, the post which was attached to the office of the Director of Controlled Commodities was designated as Assistant Textile Commissioner on a scale of Rs. 300—50/2—700, the same as that of Deputy Collectors. The present incumbent of the post is drawing the same scale. In view of this, we recommend a revised scale of Rs. 375—25—800 for the existing incumbent. The future holders of the post may, however, be allowed a scale of Rs. 300—25—600.

6. The next important post is that of Special Officer for the 16 Spindles Unit Scheme, Pollachi. As the post is held by a Deputy Registrar drawn from the Co-operative Department, we recommend the scale proposed for Deputy Registrars, viz., Rs. 300—25—800.

7. The post of Director is held by an I.A.S. Officer.

CHAPTER LII.

HARIJAN WELFARE DEPARTMENT.

1. The Harijan Welfare Department came into existence in April, 1949. The Director who is the Head of the Department is assisted by two Personal Assistants of the rank of Deputy Collectors. At the district level Collectors are responsible for executing the various schemes connected with the department. There is also a District Welfare Officer in the grade of a Deputy Collector in all districts except the Nilgiris and Kanyakumari where the District Welfare Officers are in the grade of Tahsildars. Besides the District Welfare Officers, there is one Special Deputy Collector, solely in charge of Kallar Reclamation work in Madurai district. The Aziznagar Settlement, South Arcot, which was formerly under the control of the Police Department is, since 1954, under the control of the Harijan Welfare Department.

2. The existing strength and the scales of pay of the various categories in the Harijan Welfare Department are as follows :—

Serial number and designation.				Existing scale.				Number of posts.
(1)				(2)				(3)
				RS.				
Categories of staff common to all departments.								
1	Peons	..	..	18—1—25	..	..	..	193
2	Duffadars	..	..	22—1—30	..	..	..	2
3	Attenders	..	..	24—1—35	..	..	..	12
4	Typists and Steno-typists	..	..	45—3—60—2—90	plus	special	pay.	44
5	Lower Division Clerks	..	..	45—3—60—2—90	..	..	..	113
6	Special Revenue Inspectors	..	..	45—3—60—2—90	..	..	..	85
7	Upper Division Clerks	..	..	{ 80—5—110—3—125 80—5—110 }			..	100
8	Junior Superintendents	..	..	140—5—190	..	..	..	10
9	Senior Superintendents	..	..	190—10—240	..	..	..	2
Categories of staff special to the department.								
10	District Welfare Officer (in the grade of Tahsildars).	..	..	200—10—300	..	..	..	1
11	Additional District Welfare Officer (in the grade of Tahsildars).	..	..	200—10—300	..	..	..	1
12	Special Tahsildars	..	..	200—10—300	..	..	..	16
13	Manager (in the grade of Tahsildar).	..	..	200—10—300	..	..	..	1
14	Special Deputy Tahsildars	..	..	150—5—200	..	..	..	4
15	Head Clerks (in the grade of Deputy Tahsildars).	..	..	150—5—200	..	..	..	11
16	Head Clerk	..	..	Rs. 110 (Fixed—No allowance)			..	1
17	Accountant	..	..	110—5—125	..	..	..	1
18	Special Overseers	..	..	70—2—90—3—120	..	..	..	16
19	Special Surveyors	..	..	60—1—80	..	..	..	18
20	Draughtsman	..	..	45—3—60—2—90	..	..	..	1
21	Supervisors of Schools	..	..	60—4—100	..	..	..	6
22	Supervisor	..	..	Rs. 100 (Fixed)			..	1
23	B.T. Teachers	..	..	85—5—125—10—175	..	..	..	3
24	Secondary Grade Teachers	..	..	45—3—60—2—90	..	..	..	143
25	Higher Grade Teachers	..	..	30—1—50	..	..	..	2,260
26	Lower Grade Teachers	..	..	23—1—35	..	..	..	83
27	Headmaster	..	..	165—5—205—10—245	..	..	..	1
28	Untrained Teacher	..	..	20—1—35	..	..	..	1
29	Bee-keeping Instructor	..	..	45—3—60—2—90	..	..	..	1
30	Carpentry and Blacksmithy Instructor.	..	..	35—2—55	..	..	..	1
31	Weaving Maistry	..	..	35—2—55	..	..	..	1
32	Sandal Instructor	..	..	35—2—55	..	..	..	1
33	Pre-vocational Instructors	..	..	35—2—55	..	..	..	6
34	Sewing Mistresses	..	..	45—3—60—2—90	..	..	..	2
35	Senior Scout Organizer	..	..	65—5—100	..	..	..	1
36	Junior Scout Organizer	..	..	45—3—60—2—90	..	..	..	1
37	Tamil Vidwan	..	..	45—3—60—2—90	..	..	..	1
38	Co-operative Sub-Registrar	..	..	150—5—200	..	..	..	1
39	Senior Co-operative Inspectors	..	..	90—4—110—5—120	..	..	..	4
40	Junior Co-operative Inspectors	..	..	65—2—85—1—90	..	..	..	11
41	Tamil Pandit	..	..	Rs. 40 (Fixed)			..	1
42	Drawing Master	..	..	Rs. 40 (Fixed)			..	1
43	Hindi Pandit	..	..	Rs. 40 (Fixed)			..	1
44	Craft Instructor	..	..	Rs. 40 (Fixed)			..	1
45	Physical Education Instructor	..	..	Rs. 50—2—70—2½—95			..	1

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
<i>Categories of staff special to the department—cont.</i>		
46 Deputy Sevaks	Rs. 80 (Fixed) plus Fixed Travelling Allowance Rs. 25 per mensem.	98
47 Social Workers	Rs. 100 (Fixed) plus Fixed Travelling Allowance Rs. 10 per mensem.	30
48 Women Attendants	Rs. 50 (Fixed)	15
49 Social Organizers	30—1—40	6
50 Tutor-cum-Wardens	85—5—125—10—175	10
51 Tutor-cum-Wardens	80—5—120—10—140	2
52 Tutor-cum-Warden	80—3—95—5—110	1
53 Tutor-cum-Wardens	45—3—60—2—90	9
54 Wardens	45—3—60—2—90	87
55 Assistant Matron	30—1—50	1
56 Matrons	45—3—60—2—90	22
57 Jeep Drivers	35—1—45	8
58 Maistry	24—1—30	1
59 Lascars	18—1—25	10
60 Health Visitor	30—1—50	1
61 Chainmen	15—1—20	26
62 Instructors (Industrial)	50	2
63 Part-time Tutors	15	5
64 Part-time Warden	25	1
65 Honorary Warden	50	1
66 Night School Teachers	20	16
67 Night School Teachers	15	4
68 Librarians	15	24
69 Supervisor	100—5—150—10—250	1
70 Special Deputy Collector	300—50/2—700	1
71 District Welfare Officers (in the grade of Deputy Collectors). सत्यमेव जयते	300—50/2—700	10
72 Personal Assistant to the Director of Harijan Welfare.	300—50/2—700	1
73 Additional Personal Assistants to Special Deputy Collectors.	300—50/2—700	3
74 Director of Harijan Welfare .. (I.A.S. Cadre) .. ..	.. ..	1

Of the staff listed above, categories 1 to 9 are common to all the departments and no special recommendations are necessary in respect of these posts.

3. The posts numbered as 10 to 15 and 38 to 40 in the statement above are temporary additions to their respective cadres in the Revenue and Co-operative Departments, and may therefore be placed on the revised scale of pay proposed for the posts in the main departments.

4. In regard to the teachers and Headmaster who are more or less on the same scales of pay as the teachers in the Education Department, we recommend the adoption of the revised scales suggested for the teachers in the Education Department.

5. Under the category of Tutor-cum-Warden, there are four grades, viz., (i) Rs. 85—5—125—10—175, (ii) Rs. 80—5—120—10—140, (iii) Rs. 80—3—95—5—110 and (iv) Rs. 45—3—60—2—90. We recommend that grades (i) and (iv) may be allowed the revised scales proposed for the B.T. Assistants and Secondary Grade Teachers, viz., Rs. 140—250 and Rs. 90—140 respectively. The posts in grade (ii) carry almost the same scale as that of B.T. Assistants except for a lower maximum and as a measure of rationalisation we propose that these posts may be equated with grade (i) posts and allowed the scale as for B.T. Assistants. The post in grade (iii) corresponds to those of Upper Division Clerks and the revised scale proposed for Upper Division Clerks, viz., Rs. 125—5—175 may be adopted. We also feel that the posts of Tutor-cum-Warden should be held in future not by ministerial staff but either by Secondary Grade Teachers or B.T. Assistants on the scales of pay appropriate to them.

6. The posts of Gazetted District Welfare Officers, Special Deputy Collector and Personal Assistants to the Director of Harijan Welfare are borne on the cadre of Deputy Collectors in the Revenue Department. So the revised scale proposed for the Deputy Collectors, viz., Rs. 375—25—800 will apply to these posts also. The Non-Gazetted District Welfare Officers may be allowed the scale proposed for Tahsildars, viz., Rs. 250—15—400.

7. The post of Director of Harijan Welfare is held by an I.A.S. Officer and we are not therefore suggesting any scale of pay for this post.

8. In regard to the posts on fixed pay, we are not recommending any change as they are held on part-time basis.

Our recommendations in respect of other isolated posts will be found in Part IV of the Report.

CHAPTER LIII.

DIRECTOR OF LEGAL STUDIES.

1. The Department of Legal Studies was formerly under the control of the Director of Public Instruction. In 1953, the Government took over its control and placed it under a separate head of office designated as "Honorary Director of Legal Studies". The present holder of the post is a retired Judge of the High Court.

2. The existing strength and the scales of pay of the several categories of the staff employed in this office are as follows:—

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
<i>Categories common to all departments.</i>		
1 Peons	18—1—25	11
2 Duffadar	22—1—30	1
3 Attender, Grade I	24—1—35	1
4 Attenders, Grade II	22—1—30	4
5 Steno-typists	45—3—60—2—90 plus special pay.	2
6 Lower Division Clerks	45—3—60—2—90	4
7 Head Clerk	80—3—95—5—110	1
<i>Categories special to the department.</i>		
8 Sergeant	35—3—50—EB—3—80	1
9 Librarian	45—3—60—2—90	1
10 Librarian (Upgraded Scale)	85—5—125—10—175	1
11 Physical Director, Grade II	100—5—140—10—190	1
12 Part-time Lecturers	300—100/3—500	11
13 Full-time Lecturer	350—50/2—800	1
14 Professors	500—50/2—700—75/2—1,000.	3
15 Secretary to the Director of Legal Studies	230—30/2—260—40/2—500	1
16 Director of Legal Studies (District and Sessions Judge, Grade I).	3,000	1

3. No special comments are necessary in respect of the common categories of staff. Among the other non-gazetted posts, the scales of pay of the Sergeant, Librarians and Physical Director, Grade II, are identical with those of similar posts in the Education Department and the revised scales of pay recommended for the latter may be adopted.

4. Among the gazetted staff, the posts of part-time Lecturers are filled from among practising lawyers. We feel that there is no necessity for revising their scale of pay, but in the interests of rationalization we recommend a scale of Rs. 300—25—600 providing for annual increments.

5. As regards the full-time Lecturer, it would be appropriate to equate him with Senior Lecturers in the Education Department and a revised scale of Rs. 600—30—900 is accordingly suggested.

6. The scales of pay of Professors and the Secretary to the Director of Legal Studies correspond to those of the Chief Professors and the District Educational Officers respectively and may be revised as Rs. 600—40—1,000—50—1,100 and Rs. 300—25—800.

7. The post of Director is held by a retired High Court Judge and he is paid an honorarium. So we are not suggesting any change.

CHAPTER LIV.

OFFICE OF THE MILK COMMISSIONER.

1. The Milk Commissioner is now in charge of the Milk Factory at Teynampet and the Cattle Colony at Madhavaram. The Milk Factory was started in 1945, when there was acute scarcity of milk for the purpose of reconstituting milk from milk powder and supplying it to hospitals, etc. It was then attached to the Board of Revenue (Civil Supplies). When the Civil Supplies Department ceased to exist, the Factory was transferred to the Animal Husbandry Department. In 1954, an Expert Committee with Dr. A. Lakshmanaswamy Mudaliar as Chairman was appointed to examine and report on the working of the Milk Factory. The Committee *inter alia* recommended that the Factory should be continued under the Government and this recommendation was accepted by the Government. The Government latter sanctioned a scheme for the opening of a Milk Colony at Madhavaram on the lines of the Aarey Colony, Bombay, and also appointed a separate officer namely the Milk Commissioner to implement the scheme. The control of the Milk Factory was also transferred to him.

2. The following table shows the existing set-up in the office of the Milk Commissioner :—

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
<i>Non-Gazetted.</i>		
1 Peons	18—1—25	4
2 Typists	45—90 plus special pay	2
3 Lower Division Clerks	45—90	2
4 Upper Division Clerk	80—110	1
5 Upper Division Clerks	80—125	2
6 Accountant	100 (Fixed)	1
7 Junior Superintendent	140—5—190	1
8 Van Cleaners	15—1—20	2
9 Attenders and Van Attenders	24—1—35	8
10 Jeep Driver	35—1—45	1
11 Assistant Boilerman	24—1—32— $\frac{1}{2}$ —35	1
12 Boilerman	35—2—55—1—60	1
13 Tinker	35—2—55—1—60	1
14 Compressermen	35—2—55—1—60	2
15 Wireman	35—2—55—1—60	1
16 Van Drivers	40—1—50	5
17 Van Mechanic	40—1—50	1
18 Electrician	90—5—120	1
19 Electrical Foreman	150—10—240	1
20 Supervisors	100—5—150—10—200	2
21 Manager	175—5—190—10—250	1
<i>Gazetted.</i>		
22 Special Officer for Milk	260—40/2—700	1
23 Milk Commissioner	800—1,800 (I.A.S. scale)	1

3. Of the above staff, categories 1 to 7 are common to all departments and our recommendations therefor will be found elsewhere. Categories 8 to 17 are of minor importance and their revised scales of pay have been indicated in Part IV of the Report.

4. As regards the post of Electrician which is now on a scale of Rs. 90—5—120, the Milk Commissioner has represented that the post might be designated as Electrical Supervisor and allowed the scale admissible to the Electricians in the Engineering Subordinate Service, viz., Rs. 100—5—150. The scale asked for by the Commissioner is a slice of the Supervisors' scale and we also understand that the post is held at present by a diploma holder. So we recommend that a revised scale of Rs. 150—5—200, representing the lower slab of the Supervisors' scale, may be adopted for this post.

5. The next higher category is that of the Electrical Foreman on the scale of Rs. 150—10—240. The existing scale forms the higher slab of the Supervisors' scale and the maximum falls short of the maximum of the Supervisors' scale by Rs. 10 only. We also understand that the post is held by a diploma holder. As this is a promotion post for the Electrician, we suggest that the higher slab of the revised scale proposed for the Supervisors, viz., Rs. 175—10—225—15—375 may be adopted for this post.

6. There are two posts of Dairy Supervisors on a scale of Rs. 100—5—150—10—200, corresponding to those in the Animal Husbandry Department, and the scale recommended by us for the Dairy Assistants in the Animal Husbandry Department may be adopted for these posts.

7. The post of Manager is now on a scale of Rs. 175—5—190—10—250. Though the rule provides also for appointment of Veterinary Assistant Surgeons to this post, it is mainly intended to be a promotion post for the Dairy Supervisors. So we recommend a scale of Rs. 225—15—375 for this post.

8. Among the gazetted staff, the Special Officer for Milk is a technical officer responsible for the proper management of the dairy. He has to assist the Milk Commissioner in all technical aspects of the administration of the colony and in the successful implementation of the scheme. He tackles all problems connected with the collection, processing and distribution of milk to the public. This post corresponds to that of the District Veterinary Officers in the Animal Husbandry Department and the revised scale of pay recommended by us for the District Veterinary Officers will apply to this post also.

9. The post of Milk Commissioner is now held by an I.A.S. Officer and we are not therefore making any recommendation in respect of this post.

CHAPTER LV.

THE MADRAS RECORD OFFICE.

1. The Madras Record Office, as the name itself suggests, is in charge of valuable records received from time to time from the Government, Heads of Departments, Collectors and other officers. The office attends, among other things, to requisitions of records for reference received from various officers, proper preservation of records, and listing, cataloguing and indexing of records. This office provides facilities to students for historical research and is also entrusted occasionally by Government with special research schemes involving compilation and tabulation of information from past records of Government.

2. The strength and scales of pay of the categories of staff employed in the Madras Record Office are indicated in the statement below:—

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
1 Peons	18—1—25	4
2 Assistant Durwan	18—1—25	1
3 Durwan	24—1—30	1
4 Attenders	24—1—35	42
5 Typists	45—90 plus special pay	3
6 Lower Division Clerks	45—90	4
7 Upper Division Clerks	80—125	13
8 Menders	30—2—50	6
9 Binder	35—3—50	1
10 Office Assistants	140—190	4
11 Research Assistant	190—10—240	1
12 Superintendent	190—10—240	1
<i>Gazetted.</i>		
13 Assistant Curator	250—25/2—300	1
14 Curator	400—40/2—600—50/2—800	1

3. Of the above staff, categories 1 to 7 are common to all departments. Categories 8 and 9 carry the same scale as that allowed for posts of the same nomenclature in the Stationery and Printing Department. Categories 10 to 12 belong to the Ministerial Service and are on the same scales as Junior and Senior Superintendents. The revised scale of pay recommended for those posts may be adopted for posts in this department.

4. The two gazetted posts of Assistant Curator and Curator are alone special to this department. The present scale for Assistant Curator is very short and the minimum as well as maximum need to be raised as this is the only gazetted post, apart from that of the Curator, which the ministerial staff look forward to for promotion. We therefore recommend a scale of Rs. 300—15—450, a scale which we have recommended generally for Gazetted Assistants in the offices of the Heads of Departments.

5. The qualifications prescribed for the post of Curator are the same as those laid down for the posts of Professors in Arts Colleges; but the duties are not comparable. The present eighteen-year scale is unduly long for a post, which will normally be filled only by promotion. The scale has therefore to be suitably abridged. While the minimum has to be raised consistently with the improved scale now suggested for the Assistant, the maximum which would generally not be reached by the promotees could be somewhat reduced. In this view, we consider that a revised scale of Rs. 525—25—850 will be appropriate for this post.

CHAPTER LVI.

OFFICIAL LANGUAGE COMMITTEE.

1. This Committee was constituted by the Government in January 1957, to advise them in the matter of implementation of the provisions of the Legislation for the adoption of Tamil as the official language. In March 1958, this Committee opened a Tamil Typewriting Institute for imparting training in Tamil Typewriting to the typists now employed in the Government offices. The following statement shows in one view the strength and the scales of pay of the categories of staff employed in the offices of the Committee and the Institute :—

Serial number and designation. (1)	Existing scale. (2) RS.	Number of posts. (3)
1 Peons	18—1—25	6
2 Typists and Steno-typists	45—3—60—2—90	3
3 Lower Division Clerk	45—3—60—2—90	1
4 Upper Division Clerks	80—5—110—3—125	2
5 Instructors	100 (Fixed) plus Rs. 25 special pay.	4
6 Chief Instructor	200—10—400 plus Rs. 50 special pay.	1
7 Special Officer	700	1
8 Secretary	700	1

Of these, numbers 1 to 4 are common to all departments and may be allowed the revised scales proposed elsewhere.

2. The post of Chief Instructor is held by a Reporter deputed from the Legislature Secretariat and the present scale of pay is the same as that of Reporters in the Legislature. Accordingly the revised scale of pay recommended by us for the Reporters, viz., Rs. 250—10—300—15—450—25—500 will apply to this post also.

3. In regard to the posts of Instructors, Special Officer and Secretary, which are on fixed pay, we do not recommend any change except for the merger of dearness allowance with pay on the same lines as for other comparable posts.

CHAPTER LVII.

PAYMASTER, CARNATIC STIPENDS.

1. The Carnatic Stipends represent the political pensions payable by the Government of India to the Prince of Arcot and members of his family. The Collector of Madras is the Ex-Officio Paymaster for Carnatic Stipends and is assisted by the following staff whose cost is recovered from the Government of India :—

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2) RS.	(3)
1 Peon	18—1—25	1
2 Hammani	18—1—25	1
3 Attender	24—1—35	1
4 Clerk-cum-Typist	45—3—60—2—90	1
5 Manager	80—5—110	1

2. All the above posts, except the Manager, belong to categories common to all departments. No special recommendations are therefore called for. The Manager is on the same scale as Upper Division Clerks and the revised scale proposed by us for Upper Division Clerks will apply to him also.

CHAPTER LVIII.

PAY AND ACCOUNTS OFFICE.

1. The Pay and Accounts Officer is in charge of all payments to be made to Government servants and private persons by both Union and State Governments. The payment of all civil pensions both Union and State in the City and the administration of the Madras Contributory Provident-Pension Fund Scheme have also been entrusted to him.

2. The existing strength and the scales of pay of the various categories are as follows :—

Serial number and designation.	Existing scale.	Number of posts.
(1)	(2) RS.	(3)
1 Peons	18—1—25	34
2 Attenders	24—1—35	11
3 Lower Division Clerks	45—3—60—2—90	71
Typists		
Steno-typists		
4 Upper Division Clerks	80—5—110—3—125	154
5 Junior Superintendents	140—5—190	12
6 Senior Superintendents	190—10—240	12
Accountants		
7 Binders	18—1—25	2
8 Machinists	45—3—60—2—90	Number of posts included in the category of Lower Division Clerks.
9 Comptists		
10 Telephone Operators		
11 Assistant Pay and Accounts Officers.	300—50/2—700	5
12 Pay and Accounts Officer	800—100/2—1,200	1

3. Almost all the staff in the non-gazetted cadre belong to categories common to all the departments and the revised scale of pay recommended therefor will be applicable to these posts also. The Machinists and the Comptists who are on the Lower Division Clerks' scale are being allowed a special pay of Rs. 15 per mensem in addition. We recommend that they may continue to draw the special pay in addition to their pay in the revised scales of Lower Division Clerks.

4. The Assistant Pay and Accounts Officers and the Pay and Accounts Officer are the only Gazetted Officers in this office. We have suggested elsewhere the formation of a State-wide Audit and Accounts Service in which these posts are to be included. Pending the constitution of such a service, we recommend a scale of pay of Rs. 375—25—800 for the Assistant Pay and Accounts Officers and Rs. 900—50—1,200 for the post of Pay and Accounts Officer.

CHAPTER LIX.

WOMEN'S WELFARE DEPARTMENT.

1. During the war, a voluntary organisation called the Women's A.R.P. Corps was formed with the object of educating women in air-raid precautionary measures. On the termination of the war, the corps was retained by Government and constituted into a Women's Welfare Department charged with the responsibility for formulating and executing schemes for social and economic uplift among women in the State.

2. The field organisation of this department consists mainly of the Assistant Women's Welfare Officers, one in charge of each district and the Women's Welfare Organisers under their control. The department also runs a Service Home at Tambaram with 165 inmates. The following statement shows the existing strength and the scales of pay of the several categories of staff employed at present in this department :—

Serial number and designation.		Existing scale.		Number of posts.
(1)		(2)		(3)
		RS.		
1	Peons including Chowkidars	18—1—25	.. ..	26
2	Attenders	24—1—35	.. ..	2
3	Lower Division Clerks	45—3—60—2—90	.. ..	37
4	Typists and Steno-typists	45—3—60—2—90	.. ..	3
5	Upper Division Clerks	80—5—110	.. ..	4
6	Accountants	80—3—95—5—110	.. ..	2
7	Superintendent	140—5—190	.. ..	1
8	Driver	35—1—45	.. ..	1
9	P.T. Instructress	45—2—75	.. ..	1
10	Secondary Grade Teachers	45—3—60—2—90	.. ..	4
11	Hindi Teacher	45—3—60—2—90	.. ..	1
12	Music Teacher	45—3—60—2—90	.. ..	1
13	Nursery Teacher	45—3—60—2—90	.. ..	1
14	Tamil Pandit	45—3—60—2—90	.. ..	1
15	L.T. Assistant	85—5—125—10—175	.. ..	1
16	Women's Welfare Organisers	45—3—60—5—90	.. ..	47
17	Junior Matron	45—3—60—5—90	.. ..	1
18	Matron	80—3—95—5—110	.. ..	1
19	Maternity Assistants	40—3—55—1—70	.. ..	6
20	Skilled Assistants	50—3—80	.. ..	12
21	Skilled Assistant	50 (Consolidated)	.. ..	1
22	Attender	40 (Consolidated)	.. ..	1
23	Craft Instructor	80 (Consolidated)	.. ..	1
24	Instructors of Work Centres	60 (Consolidated)	.. ..	2
25	Do.	65 plus dearness allowance Rs. 12	.. ..	2
26	Do.	75 (Consolidated)	.. ..	1
27	Do.	100 (Consolidated)	.. ..	1
28	Do.	125 (Consolidated)	.. ..	1
29	Sub-Editor	120—5—180	.. ..	1
30	Assistant Women's Welfare Officers and Personal Assistants to the Directors of Women's Welfare.	160—5—200—10—240	.. ..	13
31	Superintendent, Service Home	165—5—205—10—245	.. ..	1
32	Director of Women's Welfare	300—50/2—700 (500—50—1,000 for the existing incumbent).		1

Of the categories listed above, items 1 to 8 are common to all the departments and our recommendations therefor will be found elsewhere.

3. Among other non-gazetted staff, the Women's Welfare Organisers on a scale of Rs. 45—3—60—5—90 form an important category. Prior to 1956, they were on a scale of pay of Rs. 60—4—100. This scale was revised and fixed at Rs. 45—3—60—5—90 in 1956 so as to be on a par with the scale of pay of Gramasevikas, Grade II, in furtherance of

the Government's decision to co-ordinate the work of Women's Welfare Department with the Community Development Programme. The old entrants have however been given the privilege of drawing pay in the previous scale, viz., Rs. 60—4—100. Thus there are two scales of pay now in force for the Women's Welfare Organisers. For this category we recommend a scale of pay of Rs. 90—4—110—3—140, the same as for Gramasevikas, Grade II, as the Women's Welfare Organisers are to be ultimately absorbed as Gramasevikas when the whole State is covered by the Community Development Programme.

4. The next higher grade of Officers are the Assistant Women's Welfare Officers on Rs. 160—5—200—10—240 and the Superintendent, Service Home, on Rs. 165—5—205—10—245. The Assistant Women's Welfare Officers are in charge of all the women's and children's programmes in their respective districts. They are expected to visit the women's welfare branches in their districts and supervise and guide the work of the Women's Welfare Organisers, Social Education Organisers (W) and Maternity Assistants.

5. The Superintendent, Service Home, is in charge of the Service Home at Tambaram. She is also in charge of the Industrial Section attached to the Service Home and arranges for the sale of products turned out in the Industrial Section. The Director of Women's Welfare has recommended that there should be two categories of Assistant Women's Welfare Officers like the Block Development Officers, viz., one on a gazetted cadre on Rs. 230—30/2—260—40/2—340 and the other on a non-Gazetted cadre on Rs. 200—10—300. The Director has also suggested that her Personal Assistant might be gazetted and allowed a scale of Rs. 230—340, and that the Superintendent, Service Home, might be on Rs. 230—30/2—410. Since the duties and responsibilities of the Assistant Women's Welfare Officers are not comparable to those of Block Development Officers, the request for parity with the Block Development Officers cannot be conceded. We consider that a scale of Rs. 180—5—200—10—300 for Assistant Women's Welfare Officers including the Personal Assistant to the Director as well as for the Superintendent, Service Home, will be adequate.

6. The Director of Women's Welfare is the only gazetted officer in the department. She is in over-all charge of both the administrative and field work of the Women's Welfare Department and supervises the women's and children's programme in the State. In the composite State of Madras, the Women's Welfare Department was a separate one in charge of a Women's Welfare Officer on Rs. 230—700. In 1953, when the present incumbent was appointed, the scale was fixed as Rs. 500—50—1,000. On the separation of Andhra, the post of Women's Welfare Officer was abolished and the Women's Welfare Department was placed under the control of the Director of Rural Welfare. In order to assist the Director of Rural Welfare in regard to the Women's Welfare work in rural areas under the National Extension Service Scheme, a gazetted post of Deputy Director of Rural Welfare on a scale of Rs. 300—50/2—700 was created. Consequent on the expansion of National Extension Service and Community Project areas, the Government considered it necessary that the Director of Rural Welfare should be relieved of the work connected with the women's welfare and accordingly created a separate Women's Welfare Department in 1955. The post of Deputy Director of Rural Welfare was designated as Director of Women's Welfare on Rs. 300—50/2—700. The Director was however designated only as the Head of an Office and not the Head of a Department. The Development Commissioner is now the Head of the Department. In 1956 on a representation from the present holder of the post, the scale was revised to Rs. 500—50—1,000 as personal to her. Having regard to the nature of duties and responsibilities attached to the post of Director of Women's Welfare, we consider that it will be sufficient if the scale of pay proposed for the Deputy Collectors, viz., Rs. 375—25—800 is allowed for the post, the existing incumbent, being protected.

7. Our recommendations in respect of other posts of minor importance will be found in Part IV of the Report.

CHAPTER LX.

MADRAS FIRE SERVICE.

1. The Fire Service was organized as a separate department of the Government in 1942. Later in 1949, as a measure of retrenchment the Fire Service Branch was merged with the Police Department. Since then the Fire Service Branch has been functioning as a separate wing of the Police Department under the control of the Inspector-General of Police.

2. In pursuance of a decision to separate the Fire Service Branch eventually from the Police, and give it an independent status, the Government have recently implemented a scheme of reorganization of the Fire Service Department. Under this scheme, the State has been divided into two regions each under the control of a Chief Fire Officer on Rs. 600—100/2—1,000 and simultaneously the post of Personal Assistant to the Inspector-General of Police which was in the grade of District Fire Officer was abolished. Under the Chief Fire Officer are the District Fire Officers each in charge of a Division assisted by a Station Officer. The existing strength and the scales of pay of the various categories of staff in the Fire Service Branch are as follows :—

Serial number and designation.					Existing scale.	Number of posts.
(1)					(2)	(3)
					RS.	
<i>Categories of staff common to all departments.</i>						
1	Peons	..	..	..	18—1—25	7
2	Attenders	..	..	..	24—1—35	2
3	Lower Division Clerks	..	..	..	45—3—60—2—90	25
4	Typists and Steno-typists	..	..	..	45—3—60—2—90	6
5	Upper Division Clerks	..	..	..	80—5—110	11
6	Accountants	..	..	..	80—5—110—3—125	4
7	Junior Superintendents	..	..	..	140—5—190	2
8	Senior Superintendent	..	..	..	190—10—240	1
<i>Categories of staff special to the department.</i>						
9	Firemen	..	..	..	20— $\frac{1}{2}$ —(A)—30	1,361
10	Leading Firemen	..	..	..	30—1—40	199
11	Fireman Drivers	..	..	..	30—1—40	399
12	Fireman Mechanics	..	..	..	30—1—40	8
13	Fireman Carpenter	..	..	..	30—1—40	1
14	Driver Mechanics	..	..	..	35—1—45	58
15	Telephone Operators	..	..	..	45—3—60—2—90	113
16	Time-keeper	..	..	..	45—3—60—2—90	1
17	Welder	..	..	..	50—2—60	1
18	Sub-Officers	..	..	..	70—3—130	55
19	Engineer Sub-Officers	..	..	..	70—3—130	2
20	Station Officers	..	..	..	150—5—200	8
21	Engineer Station Officer	..	..	..	150—5—200	1
<i>State Services.</i>						
22	District Fire Officers, Grade II	..	..	..	250—10/2—300	6
23	District Fire Officers, Grade I	..	..	..	300—30/2—450	2
24	Chief Fire Officers	..	..	..	600—100/2—1,000	2

3. Of the above staff, categories 1 to 8 are common to all departments and may be allowed the scale proposed by us elsewhere. Of the staff special to the department, the lowest are the Firemen on Rs. 20— $\frac{1}{2}$ —(A)—30. Though the present scale of pay is intermediate between those of pay of Peons and Attenders, having regard to the importance of the work of Firemen we suggest for them a revised scale of Rs. 55—1—70, the same as that of Attenders.

4. Next are the categories of Leading Firemen, Firemen Drivers, Firemen Mechanics and Firemen Carpenter. They are now practically on the same scale as the Police Constables. We accordingly recommend that the revised scale proposed for Police Constables, viz., Rs. 65—1—70—2—90 may be adopted for these categories.

5. Though the scale proposed by us for drivers of Heavy vehicles is only Rs. 75—1—85 we think that a higher scale should be allowed to Driver Mechanics as they attend to repairs of vehicles and the rules contemplate promotion from Firemen Drivers, who can under our proposal rise up to Rs. 90. We accordingly propose for Driver Mechanics a special scale of Rs. 80—2—100.

6. We consider next the Sub-Officers and Engineer Sub-Officers. The existing scale corresponds roughly to that of Upper Division Clerks. We understand from the Inspector-General of Police that the Leading Firemen and the Driver Mechanics are also being promoted to these posts. We recommend a revised scale of Rs. 120—3—150—5—175 for these posts.

7. The other important categories of staff are the Station Officers and the Engineer Station Officer. Their existing scale of pay corresponds to that of Deputy Tahsildars in the Revenue Department. We accordingly recommend a revised scale of Rs. 200—5—240—10—270 for them.

8. There are now two grades of District Fire Officers, Grade II, on Rs. 250—10/2—300 and Grade I on Rs. 300—30/2—450. At the time of the general revision of scales of pay in 1947, there was only one grade of District Fire Officers on Rs. 250—10/2—300. In 1948 and again in 1952 proposals for upward revision of this scale were mooted but were not finally accepted by Government. In 1953, the Inspector-General while reverting to his proposals for revision of the scales of pay of District Fire Officers suggested that four out of the nine posts of District Fire Officers might be placed in a higher grade and allowed a scale of Rs. 300—40/2—500, and that the remaining posts might be placed in the second grade without any change in the scale. But the Government finally upgraded only two out of the nine posts of District Fire Officers to a scale of Rs. 300—30/2—450. It has been urged before us that the work of the two grades of District Fire Officers is identical and that the two grades might therefore be combined and allowed a higher scale. Though we have generally been in favour of suggestions for simplification of grades, we consider that it is not expedient to merge the two grades of Fire Officers in view of the limited opportunities for promotion in this department. We therefore recommend that the existing gradation of District Fire Officers may be maintained and that a revised scale of Rs. 300—15—450 may be allowed for Grade II and a scale of Rs. 350—25—650 for Grade I. It will be noticed that the emoluments of the two grades of officers and their rates of increment have been significantly improved.

9. The posts of Chief Fire Officers created only in April 1959, are on a scale of Rs. 600—100/2—1,000. We do not consider that any change is called for except for the merger of dearness allowance both at the minimum and maximum and the substitution of annual in the place of biennial increments. Accordingly, the new scale may be Rs. 700—50—1,100.

Our recommendations in respect of other isolated posts will be found in Part IV of the Report.

CHAPTER LXI.

CONTINGENT ESTABLISHMENTS.

1. The members of these establishments mainly consist of skilled, semi-skilled and unskilled labourers such as Gardeners, Watchmen, Punka-pullers, Sweepers, Scavengers, Carpenters, Fitters, etc. They are paid from contingencies and are not eligible for the benefits admissible to regular Government servants in respect of leave, pension and house rent allowance.

2. At present Heads of Departments and other heads of offices empowered to draw contingent bills can sanction the employment of contingent staff subject to the maximum rates of basic pay laid down in Appendix VII in the Madras Financial Code, Volume II. The contingent staff are also paid dearness allowance and special compensatory allowance subject to the condition that their basic pay together with the dearness allowance and special compensatory allowance does not exceed the market rate prevailing in the locality for similar classes of labourers. The contingent staff employed in the Madras City are also allowed in addition a city allowance of Rs. 2 per mensem. In respect of retirement benefits, these employees are eligible only for gratuity according to the provisions of the Madras Retiring and Invalid Gratuities (Non-Pensionable Establishment) Rules, 1941.

3. From the point of view of the employer, namely the Government, there are some advantages in keeping certain categories of staff on contingent establishment. The Head of the Department, and often the head of the office, can adjust strength of such establishments with reference to the actual needs of the work in the office concerned without having to seek the formal sanction of the Government. The pay disbursing officers have also the power of dispensing with the services of the contingent staff without having to follow the formalities of a disciplinary enquiry as laid down in the service rules.

4. But notwithstanding these advantages, as we observe later in connection with work-charged establishments, any system under which a large number of employees are retained without security of tenure and without fair provision of leave and retirement benefits, cannot be considered to be in consonance with the progressive policies of the Government. The Government themselves apparently share this view for we have been asked by a special reference to consider the question of bringing contingent staff on to the regular establishment.

5. The Cabinet Salaries Committee (1946) reviewed at some length the issues connected with the regularization of the services of contingent establishment, and on such a review proposed that posts in which some skill or experience was acquired in the course of service should be regularized and placed on time-scales of pay. In pursuance of this recommendation of the Committee, the Government have transferred a large number of categories of staff particularly in the Medical Department from contingent to regular establishment and have placed them on time-scales of pay. While endorsing the criterion proposed by the Cabinet Salaries Committee for regularization of contingent establishment, we feel that in addition to posts involving special skills, posts which have been in existence for a long period, say for 5 years, and which are needed on a permanent basis for the normal working of an office concerned should also be progressively brought on to the regular establishments, provided the Government are satisfied that the holders of these posts have full-time work. All other posts should continue, subject to periodic review, on the existing basis.

6. As preliminary to a programme of regularization of contingent establishments, we consider that it will be desirable to review the present strength of contingent establishments in different departments and explore the possibilities of some economies. It should be remembered that many of the members of the contingent staff do not make any effective contribution to the disposal of business and therefore their employment should be kept down to the minimum.

7. We have ourselves made a cursory scrutiny of the different categories of contingent staff employed in Government offices and have reason to fear that some of the posts in the contingent establishment have been created in an attempt to circumvent the orders limiting the number of peons for Government offices on a standard scale. From the information furnished to us by the Heads of Departments we find that the distribution of contingent staff among different categories is as follows :—

Name of category.	Number of posts.
Punka-pullers	183
Gardeners	221
Mazdoors	1,045
Masalchies	458
Watermen	127
Sweepers	1,663
Scavengers	488
Watchmen	1,607
Attendants and Office boys	704
Lascars and Maistries	121
Miscellaneous categories	1,051

8. We consider that the institution of Punka-pullers is a relic of the past and should be abolished as serving no useful purpose in the present era. Likewise, Masalchies, Watermen, Attendants and Office Boys attend to work which could very well be entrusted to peons. These categories should therefore be progressively abolished and their work distributed among peons, the strength of peons being raised in special cases, if need be, with the sanction of Government to permit such re-distribution of work.

9. As regards categories like Watchmen, Gardeners, Sweepers and Scavengers, there will not be full-time work for them except in big offices such as the Secretariat, the Board of Revenue, the offices of the Chief Engineers, etc., and they should therefore be employed on part-time basis and remunerated according to market rates.

10. The triple process of review of contingent staff, retrenchment of superfluous staff and regularization of service of the staff needed for normal working of the department will take time. We have considered whether, in the meanwhile, any improvement in the present levels of remuneration of this class of employees is necessary. Their remuneration is at present supposed to be regulated according to market rates, and it will be inconsistent with the principle of payment according to market rate to propose any increase in their emoluments as part of the general revision of the scales of pay of the regular employees of Government. However, since 1956, the contingent staff have been securing increases in their remuneration in the form of dearness allowance along with other regular employees. It will cause them great disappointment if they do not secure some increase in their remuneration along with the regular employees of the Government. We therefore propose that, as a gesture, an increase of Rs. 5 may be assured to all full-time contingent staff. With the coming into force of the new rates of dearness allowance, there will be need to re-determine the pay of the contingent staff with reference to the new rates of dearness allowance. We suggest that in this process of re-determination of pay an increase of Rs. 5 in their present emoluments may be given to all full-time contingent staff.

CHAPTER LXII.

WORK-CHARGED ESTABLISHMENTS.

1. The term work-charged establishment, as defined in the Public Works Department Code, refers to "such establishment, as is employed upon the actual execution as distinct from the general supervision of a specific work". These establishments are generally employed on a temporary basis on monthly or daily wages so as to facilitate adjustments of their strength according to the volume of work. The cost of the establishments is debited to the estimates of the work on which they are engaged. At present there are about twenty thousand employees treated as work-charged establishments, out of whom about eighteen thousand are concentrated in the four departments of the Public Works, Highways, Industries and Transport.

2. The work-charged establishments may be subdivided into 'Provincialised work-charged establishments' and 'Non-Provincialised work-charged establishments'. The posts in the former group are generally on time-scales of pay though a few odd posts are on fixed pay. The scales of pay allowed to these posts are the same as those admissible to corresponding categories of regular staff in the same or other departments. In addition, dearness allowance and house rent allowance at the rates admissible to regular Government servants are also allowed to the holders of these posts. They are governed in respect of leave privileges by the Industrial Employees' Leave Rules, while in regard to retirement benefits they are admitted to a Contributory Provident Fund.

3. The 'Non-Provincialised Establishments' are employed with reference to the provision for petty supervision in the estimates for works. The majority of posts in this establishment are on fixed rates of pay. The pay of these posts is fixed with reference to the market rates in force for persons possessing similar skills or qualifications. In addition to fixed pay, the full-time employees are allowed dearness allowance, while part-time employees do not get that allowance. There are also a few full-time posts on time-scales of pay and the holders of these posts draw dearness and other allowances like other regular employees of Government. Besides, there are also a large number of workers on daily wages in 'Non-Provincialised Establishments'. They are engaged departmentally for short periods on nominal muster rolls for execution of small works. They are paid all inclusive wages based on the schedule of rates of the department. At present no uniform procedure is adopted by the Heads of Departments in fixing these daily rates. For example, in the Public Works Workshops the daily rates are arrived at by dividing the total emoluments (pay, dearness allowance and other allowances) allowed to similar posts on regular establishments by the total number of working days and the paid holidays. In other departments, they are fixed with reference to market rates which include an element of dearness allowance.

4. We consider that the existing arrangements under which large staff are retained for long periods as work-charged without any service rights are not satisfactory and will not also be conducive to the efficient working of the departments concerned. These arrangements are not also quite in accordance with the progressive policies of the day. There should be no disinclination to provincialise staff merely on the ground that there is a remote possibility of the scale of activities being reduced in future. After all the scale of operations of industrial units in the private sector is equally liable to expansion and contraction and the Government have sought to safeguard by special legislation and rights of workers by providing for payment of lay-off and retrenchment compensation in the event of contraction of activities. We therefore suggest that the Government should initiate a programme of provincialisation of the work-charged establishment without delay with reference to a few guiding principle. We feel that posts which have been in existence for over five years and which can reasonably be expected to continue in future for the normal working of the department should be provincialised. The normal scale of staff required for the different departments may be determined with reference to such factors as the volume of work and the average strength of staff under different categories during the last few years. Among the provincialised staff itself, the Government have introduced a further distinction between permanent and temporary establishments, though the purpose of this distinction is not clear to us, when the scale of staff to be 'provincialised', has itself been determined with reference to factories such as their average strength during the last few years. It appears to us that there is no need to make a further distinction between permanent and temporary establishments and deny to the provincialised staff such benefits as may accrue from permanency.

5. Some of the workers' associations have represented to us that there is considerable delay in provincialisation of staff and even when such a scheme of provincialisation is implemented no credit is given for the past service of the workers. If our suggestion in regard to provincialisation of establishments which have been in existence for over

five years is accepted, there will be no real hardship and there will be no need to give any credit for past service. There may be justification to allow weightage for past service for the workers in departments where there has been much avoidable delay in the past in provincialisation. We leave the question of giving suitable weightage to provincialised staff in such establishments for their non-provincialised past service to be dealt with by Government on the merits of each case.

6. At present there are certain variation in the conditions of service of the provincialised staff in different establishments in regard to such matters as leave privileges, holidays, educational and medical concessions and retirement benefits. We consider that it is essential to bring about a measure of uniformity in these matters. To this end a distinction may be drawn between industrial and non-industrial staff and separate set of rules framed for the industrial employees, providing in their case for conditions of service approximating to those in the private sector and in conformity with the provisions of such Acts as the Factories Act, the Workmen's Compensation Act and other Labour Acts.

7. We have specified the revised scales of pay for the posts borne on the provincialised work-charged establishments under the appropriate workshops or departments where they are employed. As regards non-provincialised work-charged establishments in the same workshops or departments, we consider that there should be no distinction in scales of pay as between provincialised staff and such of non-provincialised staff as have been allowed time-scales. We recommend that the cases of non-provincialised staff on time-scales may be examined by departments and they may be fitted into the time-scales proposed by us for comparable provincialised categories.

8. The remuneration of non-provincialised staff on fixed monthly or daily wages includes elements of pay, dearness allowance and other allowances admissible to regular provincialised staff. In regard to these categories we recommend that their remuneration may continue to be regulated as at present according to market rates till their services are eventually provincialised in pursuance of our proposals and that on such provincialisation they may be placed on incremental scales proposed by us for comparable classes of workers. Meanwhile, we suggest that they may be assured an increase of Rs. 5 in their present emoluments as suggested in the case of contingent establishments.

CHAPTER LXIII.

INDUSTRIAL EMPLOYEES.

1. We have taken the term "Industrial Employees" to refer to all workers in Government Industrial Undertakings to which the provisions of the Factories Act are applicable. These industrial employees enjoy certain special privileges such as the right to form trade unions, payment of wages for overtime work, payment of leave salary in advance, benefits under the Workmen's Compensation Act, etc. It is convenient to consider the scales of pay of such industrial employees together. Industrial employees, in the sense defined above, are employed mostly in the following undertakings :—

- (i) Public Works Workshop;
- (ii) Highways Workshop including the Transport and Machinery Yard at Guindy;
- (iii) Agricultural Engineering Workshop, formerly known as Industrial Engineering Workshop;
- (iv) Government Press; and
- (v) Traffic and Technical Wings of the State Transport Department.

2. The general principles which we have suggested for the revision of the scales of pay of non-industrial staff, such as the principle of a minimum wage for the lowest category of employees, of fair comparison with rates prevailing in outside employment for comparable staff, proper relativities as between different grades, etc., will apply with equal force to industrial employees also. We have however been aware from the outset of certain special difficulties in prescribing a satisfactory pay structure for industrial employees. In the absence of technical assistance it has not been possible for us to make an assessment of the existing work-loads or the degrees of skill required for different jobs, and suggest a rational pay structure with reference to these and other important factors which generally

govern the fixation of wages for industrial labour in the private sector. All that we can do, and have done, in these circumstances, is to examine the existing structure of emoluments of industrial employees in the light of representations made by the employees' unions and the suggestions of the Heads of Departments, and to propose a revised structure with due regard to the order of increase proposed for comparable grades of non-industrial employees. We did collect information on the scales of pay of some grades of industrial employees in the private sector, but felt that no attempt could be made to fix the scales in Government industrial establishments with reference to the scales in the private sector without examining allied issues such as comparability of workloads and other conditions of service of different grades of industrial employees in Government undertakings with those of the private sector.

3. We now proceed to consider the scales of pay in the more important Government industrial undertakings. The scales of industrial workers in other less important units can be easily refixed with reference to the revised scales proposed for the workers in the bigger units which we have specially examined.

PUBLIC WORKS, HIGHWAYS AND AGRICULTURAL ENGINEERING WORKSHOPS.

4. The Public Works Workshop serves the needs of the Buildings and Irrigation Branches of the Public Works Department of the State. Articles such as measuring rods, rain-gauges, iron cash chests, etc., are manufactured and kept in the workshop for issue as and when required. Besides these, water-tanks, tipping gear for chassis, etc., required for the different projects are also built by this workshop. The out-door department undertakes the periodical maintenance of machines in hospitals and repairs to mechanical installations in hospitals and colleges. Mechanics are also deputed to out-stations to attend to overhauling of shutters and sluice gates.

5. The Highways Department is in charge of a Central Workshop called 'Transport and Machinery Yard' at Guindy, a repair yard at Coimbatore and a workshop at Pudukottai. These workshops attend to the maintenance as well as the manufacture of various equipment required for the speedy and efficient execution of the works undertaken by the Government.

6. The Agricultural Engineering Workshop, formerly known as the Industrial Engineering Workshop, which was formerly under the control of the Industries Department was taken over by the Agriculture Department in 1958 along with the Boring and Pumping section. This workshop is engaged mainly in the manufacture of hand-operated well-boring equipment and tools, overhauling and repairs to these well-boring equipments and power drills. A joint memorandum has been presented to us on behalf of the Public Works Department Workers' Union, Government Industries Department Workers' Union, Government Engineering College Workshop Workers' Union and the Government Stationery Stores Workers' Union dealing, among other things, with scales of pay in the Public Works Workshops and the Agricultural Engineering Workshop. It has been urged in the memorandum that at a cost of living index of 400 points, the workers should get a minimum wage of Rs. 155 and that this should be split up as a basic pay of Rs. 40 and a dearness allowance of Rs. 115. The memorandum has also urged that the different grades of industrial establishments should be simplified into four grades—unskilled, semi-skilled, skilled and super-skilled—and that all the present employees may be brought on to the new scales on a point-to-point adjustment basis. On this basis, the following scales of pay have been proposed for the different grades of industrial workers :—

Unskilled workers	Rs. 40—1—45—2—65—3—80.
Semi-skilled workers	Rs. 60—2—70—2—100—4—120.
Skilled workers	Rs. 80—3—95—4—135—5—160.
Super-skilled workers. ..	Rs. 100—4—120—5—170—6—200.

7. The structure of pay of the different grades of industrial workers has been built up on the basis of a minimum wage of Rs. 155. This has to be compared with the demand of last grade servants, for a minimum wage of Rs. 115, and of Lower Division Clerks for a minimum of Rs. 225. We have elsewhere discussed at length the level at which the minimum remuneration of the lowest grade of employees in Government service should be fixed with reference to economic and social considerations in the country. We have observed that in the present conditions in the State, a minimum wage of even Rs. 80 proposed by the second Central Pay Commission is unattainable, and that for the present a minimum wage of Rs. 60 will not be unreasonable in relation to the levels of earnings of

agricultural as well as non-agricultural workers in other sectors of the State economy. As regards the other demand of the unions for classification of all workers into four grades, we consider that any such re-classification of workers can appropriately be attended to only by an expert technical body on an assessment on the spot of the skills required of the various categories of industrial workers. The Commission as constituted cannot undertake such a classification of the present categories of workers. Further, different scales of pay have come to be accepted in different Government Workshops and it may on the whole be prudent not to disturb the existing structure. We have therefore as far as possible maintained the existing gradation of industrial workers and have proposed revised scales of pay for them on the basis of a minimum wage of Rs. 60. In the light of the considerations set out above, we indicate in Part IV of our Report the different categories of industrial workers in the three workshops mentioned above, their present scales of pay and the revised scales of pay considered appropriate by us.

8. It will be seen that the revised scales of pay proposed by us provide for the merger of the bulk of the present dearness allowance with pay, and thus will meet one of the main demands of the workers and will improve their retirement benefits substantially. It may also be pointed out that the order of increase proposed for the different grades of industrial workers is not less than that suggested for comparable grades of non-industrial employees and that in some cases the increase in their emoluments is even higher. Further all these workshops are located in Madras City, and therefore those workers who are now getting house rent allowance at the same rates as last grade servants will also secure an increase of Rs. 3 in the house rent allowance.

9. It was represented to us that a large number of workers were being treated as work-charged or contingent establishments, without any security of tenure and without leave and retirement benefits. We have dealt with the question of regularisation of work-charged establishments at some length elsewhere and have urged that the Government should take on hand urgently a programme of provincialisation of all work-charged establishments which have been in existence for over a period of five years. This would meet adequately another of the main grievances of the workers.

STATE TRANSPORT DEPARTMENT.

10. The State Transport Department consists of regular administrative establishments as well as traffic and technical staff whose pay and allowances are treated as part of the working expenses. The scales of pay of the administrative establishments have been dealt with elsewhere. The technical staff in the Transport Branch, who constitute the Operation Subordinate Service and the workers in the workshops are eligible to form themselves into unions.

11. The consideration of scales of pay of technical workers in the Operation Subordinate Service and the Workshops of the Government Transport Departments raises certain new issues. The State Transport Service is a commercial venture for which profit and loss accounts are kept. The scales of pay in any commercial undertaking of Government providing a service to the public, like any other private entrepreneur has to be fixed with due regard to the scales of pay prevailing in the private sector. The principles of wage fixation as laid down by the various industrial tribunals will also be of relevance in the determination of the scales of pay of the workers in such Government commercial undertakings. The Industrial Tribunals, while stressing that a minimum wage should be assured to even the lowest category of staff irrespective of the profitability of an enterprise, have recognized that above this limit, the ability to pay of the enterprise will be one of the important considerations in the fixation of emoluments of different grades of staff. In a sense even the scales of pay of non-industrial staff employed in the regular departments of Government have to be fixed with reference to the ability to pay of the employer, namely, the Government but the considerations that are relevant in determining this ability to pay are different in the case of Government commercial undertakings. In such cases, the term 'ability to pay' has to be interpreted in the same sense in which it is understood in the private sector, viz., the profitability of the enterprise. While a Government can within limits divert additional resources raised by it for improving the levels of remuneration of staff engaged in providing the essential public services, they cannot impose general taxation for raising the remuneration of industrial staff engaged in providing a commercial service which only certain people get, at a price. The scales of pay of the industrial staff of the Transport Department have, therefore to be fixed with due regard to the profits currently earned by the enterprise, and the profits likely to be earned in the future as forecast. In computing ability to pay on these lines, due provision should also be made for further development of the service, because in the private sector much of the expansion is generally financed by retained profits. The Government's general revenues cannot be diverted for expansion of the Transport undertaking, and the resources may have to be found largely from the profits of the nationalized Transport Service itself.

12. Keeping these considerations in mind, we have obtained figures of the profits earned by the State Transport undertakings in the last few years. We find that though the undertaking has been working at a profit, the overall profits have been on the decline recently as may be seen from the figures furnished below :—

	Government Bus Service.	Government Transport Central Workshop.
	(RS. IN LAKHS.)	(RS. IN LAKHS.)
1955-56	20.77	2.13
1956-57	26.69	1.54
1957-58	14.96	3.34
1958-59	15.73	3.81
1959-60	6.73	3.81

The recent decline in profits is a factor calling for a measure of restraint in proposing improvements in the scales of pay of the different grades of workers of the State Transport undertaking.

13. We have obtained information on scales of pay from select firms in the private sector for purpose of comparison. We have at the same time taken note of the fact that the workers in the State Transport undertaking have greater security of tenure, than those in the private sector, and enjoy also certain special privileges in respect of leave and educational concessions. These concessions are difficult to compute in monetary terms, but are nevertheless of substantial value.

14. We have heard representatives of the different unions representing the workers in the Traffic Branch as well as workers in the workshops. They have all proposed a revised pay structure which is related to a level of minimum wage which, as we have elsewhere shown in detail, cannot be adopted. Thus one of the unions suggested that even an unskilled worker should be assured of a minimum wage of Rs. 100, while another union proposed that at least Drivers and Conductors should be assured of a minimum wage of Rs. 125.

15. The different grades of industrial staff in the Operation Subordinate Service and in the Transport Workshops are on different scales of pay as shown below :—

Scales of pay.	Number of workers.
RS.	
20—1—35	427
25—1—35	48
30—1½—48	382
30—2—50	986
40—2—60 (Drivers)	1,011
40—2—60 (Others)	318
60—2—80	84
80—2½—100	26
80—4—100	6
Foremen	32
Total ..	3,320

16. The categories of workers, such as Mazdoors, Helpers, Scrubbers, Cleaners, etc., on the lowest scale of pay of Rs. 20—1—35, appear to be only 'unskilled' workers. Unskilled workers in other Public Works Workshops are now on the same scale as that of peons and we have proposed continuance of this parity. But these unskilled workers of the Transport Department however are initially getting Rs. 2 more than Peons, while the maximum is the same as that of Attenders in the Government departments. Logically it will suffice if we allow these workers the same scale as Peons. But this scale will not give this category of workers any increase at the maximum. We therefore suggest for the unskilled workers now on Rs. 20—1—35 in the Transport Department Workshop, as a special case, a revised scale of Rs. 55—1—70.

17. The next higher scale of Rs. 25—1—35 is virtually identical with the lowest scale considered above, except for a higher initial pay. We therefore suggest that in the interests of rationalisation these posts now on Rs. 25—1—35 may be graded with those on Rs. 20—1—35, existing incumbents being fitted in at a suitable stage in the combined scale proposed for them. On the basis of the revised scale considered appropriate by us for the

lowest category of workers in the State Transport Department, we suggest the following revised scales of pay for the different grades of industrial workers keeping in view the present financial position of the undertaking, the order of increase which we have proposed for industrial workers in other workshops and the increase which we have suggested generally for the non-industrial employees of comparable grades in other departments of Government :—

Name of category.	Present scale.	Number of posts.	Revised scale suggested.
(1)	(2) RS.	(3)	(4) RS.
<i>State Transport (Operation Subordinate Service).</i>			
Fitter, Mazdoor, Helper, etc. ..	20—1—35	427	55—1—70.
Hammermen ..	25—1—35	48	55—1—70.
Fitter, Blacksmiths, Grade II ..	30—1½—48	382	70—2—90.
Fitter, Blacksmiths, Grade I ..	40—2—60	318	80—2—100.
Mechanics, Grade II, Bench Fitter, Grade I, etc.	60—2—80	84	90—3—105—4—125.
Mechanists, Grade I ..	80—2½—100	26	125—3—140—5—150.
Maistries (General) ..	80—4—100	6	125—3—140—5—150.
Foremen, Grade II ..	90—5—140	11	150—5—200.
Foremen, Grade I ..	100—5—150	21	150—5—200.
Conductors ..	30—2—50	986	70—2—90 (for 90 per cent of the posts). 80—3—110 (for 10 per cent of the posts).
Drivers ..	40—2—60	1,011	80—2—100 (for 90 per cent of the posts). 90—3—105—4—125 (10 per cent of the posts).

Of the different grades of technical workers, Conductors and Drivers constitute numerically the largest group. Even from the point of view of the efficient running of the service, these two are perhaps the most important. Unlike workers on identical scales of pay in the workshop, the drivers and conductors do not have any higher posts to which they can aspire for promotion. In the interest of providing a continuous incentive for efficient work among this important class of employees, we suggest that a selection grade may be created for both Conductors and Drivers with a strength of about 10 per cent of the number of posts in each category. For these selection grades, we recommend the following scales of pay :—

Conductors (Selection Grade)—Rs. 80—3—110.

Drivers (Selection Grade)—Rs. 90—3—105—4—125.

It was represented to us that many of the Drivers and Conductors have reached their maximum in the existing scales of pay. The higher maximum now proposed by us for them will relieve the present stagnation to a certain extent; the creation of a selection grade to which promotions will be made on the basis of seniority and merit will also serve the same purpose.

18. The representatives of the Workers' Union have urged before us that there are now a large number of casual workers and that these should be made permanent. We have already considered the question of regularisation of such casual workers in the chapters on 'Workcharged and Contingent Establishments' and we suggest that the position in respect of casual workers in the State Transport Department may also be reviewed in the light of our recommendations in those chapters.

19. We have dealt with the retirement benefits of industrial workers elsewhere. It was urged before us by one of the unions that gratuity should be paid even to workers who are dismissed from service. We are unable to commend this request as framed in these broad terms, as even in the case of non-industrial employees' dismissal from service invariably involves forfeiture of all retirement benefits.

THE GOVERNMENT PRESS.

20. The Government Press, which is reported to be one of the biggest of its kind, now employs about 2,500 workers and undertakes a variety of printing work for the Government. It is managed not as a commercial undertaking but as a service department. Owing to the increase in work in the Government Press, the Government have recently introduced a second shift employing additional labour. Prior to the introduction of the second shift, the technical employees working in all departments of the Press were eligible for overtime wages. Subsequent to the introduction of the second shift, overtime wages are being paid only to the workers of the Confidential Department, Cause List Branch of the High Court and the Central Jail Press. The other workers whose emoluments had been adversely affected on account of the introduction of the second shift have been given a compensatory allowance at varying rates to neutralise the loss in emoluments. The hours of work of the Government Press after the introduction of the second-shift system are as follows:—

		<i>First Shift.</i>	<i>Second Shift.</i>
Monday to Friday	..	6-15 a.m. to 2 p.m. with an interval between 10 and 10-30 a.m.	2 p.m. to 9-45 p.m. with an interval between 5-30 and 6 p.m.
Saturday	.. ..	6-45 a.m. to 2 p.m.	2 p.m. to 9-15 p.m.

The total working hours aggregate to 43 hours per week. A minimum outturn of work has also been prescribed for a number of employees like Lino-type Operators, Mono-key-board Operators, etc. The work turned out by different categories of employees is assessed in terms of hours on the basis of the minimum outturn fixed. These hours are counted and compared with the total normal hours worked by the individual for each month. Disciplinary action is taken against those who do not really show the minimum outturn. As the Government Press is working only as a service department, the workers are not paid any bonus related to profits. But Hand Compositors, Lino-type Operators and Mono-key-board Operators are paid efficiency bonus at prescribed rates for performance in excess of the minimum outturn of work laid down.

21. The Workers' Union in their first memorandum to us suggested revised scales of pay for the different grades of workers providing for a flat addition of Rs. 30 in the minimum and the maximum for the different grades. In the course of their discussions with us, they admitted that the revised scales of pay had been initially arrived at on a rough and ready basis, and that they would only urge for a 25 per cent increase in the basic pay of the workers. They also pressed that a minimum basic pay of Rs. 50 should be assured to them. The request for an increase of 25 per cent in the basic pay will in effect amount to a request for a minimum wage of Rs. 80. We have considered in detail with reference to all relevant factors the level at which the minimum remuneration of Government employees should be fixed and have concluded that for the present, a minimum of Rs. 60 is alone feasible. The revised pay structure proposed by the Union on the basis of a minimum wage of Rs. 80 is not therefore acceptable to us, and the revised scales now being proposed by us are based on a minimum wage of Rs. 60. But in the process adopted by us for the merger of the bulk of dearness allowance with pay, we have however met another important request of the workers, namely, that they should be assured of a minimum basic pay of Rs. 50.

22. The following statement shows in one view the existing scales of pay and the number of posts on each of these scales:—

Scale of pay.	Number of post.
RS.	
30—2—50	845
35—2—55	206
35—2—55—1—65	353
40—2—60—EB—2—70	250
40—2—60—EB—3—75	480
45—3—60—2½—85	242
40—3—55—4—75—5—80	259
45—3—60—2—90	1

23. The Controller of Stationery and Printing has placed before us certain proposals for simplification of the existing scales of pay and for their improvement. He suggested that the three lowest scales, namely, Rs. 30—2—50, Rs. 35—2—55 and Rs. 35—2—55—1—65 might be combined. We find that on this suggestion while the two lowest grades would benefit the third grade may not derive any benefit. We therefore suggest that the two scales of Rs. 30—2—50 and Rs. 35—2—55 alone may be combined and a revised scale of Rs. 70—2—100 adopted for them. For the third grade now on Rs. 35—2—55—1—65, we suggest a revised scale of Rs. 70—2—90—3—105.

24. The next two groups are on the following scales of pay: Rs. 40—2—60—EB—2—70 and Rs. 40—2—60—EB—3—75. We agree with the Controller that these two grades can be combined and propose for them a revised scale of Rs. 80—3—110.

25. The Imposers are in the next higher group of a scale of Rs. 40—3—55—4—75—5—80. It was suggested that this class of employees may be grouped with the others considered earlier and allowed in addition a special pay of Rs. 20. A special pay will be an appropriate arrangement only for posts held on tenure. We therefore consider that the proper course of recognizing the special responsibilities of Imposers will be to place them on a higher scale of pay. In this view, we recommend a revised scale of Rs. 90—3—105—4—125 for this group.

26. There are a number of posts on Rs. 45—3—60—2½—85 and a post on Rs. 45—3—60—2—90 in the Press. Their present scales of pay correspond to those of lower division clerks but their duties are not comparable, except in certain cases, to those of lower division clerks. We therefore suggest that while posts involving work of a clerical nature such as comparing of documents, making out of bills, etc., may be allowed a revised scale of Rs. 90—4—110—3—140, other posts which are of a non-clerical nature may be placed on the revised scale of Rs. 90—3—105—4—125.

27. The posts above this level do not present any special difficulties and we have proposed revised scales of pay for them keeping in view the order of increase proposed for similar grades of non-industrial employees.

28. As we considered that it was desirable to have a sprinkling of Licentiates in Printing and Technology among the technical workers of the Government Press, we specially discussed with the Controller the question of the level at which the recruitment of such Licentiates could be satisfactorily made. As the Licentiates are S.S.L.Cs., who have undergone a special technical course, we are anxious that they should be assured to begin with at least the same emoluments as lower division clerks. We understand from the Superintendent and the Controller that the Licentiates in Printing and Technology possess only theoretical knowledge as they come out from the technical institutions, and that they have to gain practical experience before they are considered for higher posts. They are now being generally recruited to lower grades such as Section Despatchers, etc., and they remain in such lower posts for three or four years learning their work, before they are considered for promotion to higher posts. There will be need for qualified personnel for eventually manning the higher posts in the Government Press, and it is therefore necessary to render it attractive for them to seek a career in the Government Press. We feel that recruitment of Licentiates in Printing and Technology could be made appropriately at the level of the Junior Foreman for whom we have proposed a revised scale of Rs. 90—4—110—3—140. We also suggest that at least one out of every five posts falling vacant at this level may be filled by Licentiates in Printing and Technology.

29. The revised scales of pay for the different categories of workers in the Government Press have been indicated in Part IV of our Report.

30. It was represented to us by the workers that having regard to the nature of their work and their liability to accidents a risk allowance should be paid to them. We have considered this request. A risk allowance is generally allowed only as compensation for an occupational risk to which workers of ordinary prudence are subject even under normal circumstances. It is to provide for such occupational risk, that a risk allowance has been given, for example, to certain employees of hospitals in the X-ray department or in T.B. Sanatoria. As far as we are aware, the generality of workers in the Government Press are not subject to such occupational risks. There are of course occasional accidents. But these could be adequately taken care of by payment of liberal compensation under the Workmen's Compensation Act.

31. The workers also pointed out to us that there was no ambulance in the Government Press though there were about 3,000 workers and suggested that an ambulance and a dispensary should be provided for in the Press to ensure urgent medical attention. We commend this request for further consideration by the Government in consultation with the Controller of Stationery and Printing.

CHAPTER LXIV.

EMPLOYEES OF LOCAL BODIES.

1. We are required by our terms of reference to examine the impact of our recommendations in regard to the scales of remuneration of State Government employees on the scales of pay of employees of Local Bodies and recommend a complementary structure for them. The term 'Local Bodies' will include the Corporation of Madras, District Boards, Municipalities, Panchayats and Townships.

2. The Corporation of Madras has full powers to fix the salary and allowances of its employees; but the scales of pay of the Commissioner and other Heads of Departments are, however, subject to sanction of the State Government. The employees of the Corporation are even now on the same or even more liberal scales of pay than the Government employees of comparable grades. This will be seen from Appendix VI showing the different categories of staff and the scales now admissible to them in the Corporation. The employees of the Corporation are also allowed dearness allowance and house rent allowance at the same rates as those applicable to the corresponding grades of State Government employees. The Government of India are now reimbursing the State Government two-thirds of the additional expenditure on account of the enhancement of dearness allowance by Rs. 12 for all State Government employees as well as employees of local bodies whose total emoluments after such increase, do not exceed Rs. 100. The grant so received from the Government of India in respect of the employees of the Madras Corporation is passed on to it and apart from this, the State Government have not till now accepted any financial liability for improving the pay and allowances of employees of the Corporation. It does not therefore seem necessary for us now to make any recommendations in regard to their scales of pay. We are aware that the revised scales of pay proposed by us for the different grades of Government employees and in particular our suggestions about the merger of the bulk of dearness allowance with pay will inevitably have repercussions on the employees of the Corporation also; but, it will be for the Corporation to consider our revised scales of pay and adopt them for its own employees without looking for any financial assistance from the State Government.

3. In the case of the employees under other local bodies, namely, the District Boards, Panchayats and Municipalities, the Government have powers under the Madras Local Boards Act, 1920, the Madras District Municipalities Act, 1920, and the Madras Public Health Act, 1939, to fix their scales of pay and other conditions of service. Section 67 (3) of the District Boards Act, 1920, empowers the State Government to fix or alter the number, designation and grades of the officers and servants of any district board or any class of such officers and servants and the salaries, fees and allowance payable to them. Under section 70 (3) of the District Municipalities Act, 1920, the State Government have got powers to fix or alter the number, designations and grades of the officers and servants of any Municipal Council or any class of such officers and servants and the salaries, fees and allowances payable to them. It shall not be open to the Municipal Council to vary the grades, designations, etc., so fixed or altered, except with the previous sanction of the State Government. The functions of the District Boards have now been vested in Special Officers and will devolve progressively in the future on the Panchayat Unions that will be constituted for every Development Block. The responsibility for major district roads will be assumed by the Government and the management of district board high schools will be vested in a Board of Secondary Education. But it may take some time for the devolution of the functions of district boards to the Panchayat Unions and the Board for Secondary Education. Pending such a change, it is necessary for us to propose revised scales of pay for the existing employees of District Boards, who, it is presumed, will be gradually transferred to the Panchayat Unions or the Board for Secondary Education.

4. We have collected from the Inspector of Municipal Councils and Local Boards, the Special Officers of District Boards and the Commissioners in charge of Municipalities information in respect of the more important posts now under these bodies and their scales of pay. We have furnished this information in tabular form in Appendix VII indicating also the scales of pay under Government for corresponding grades.

5. The first important general issue arising for consideration, is whether the employees of local bodies should be allowed the same scales of pay as for corresponding staff under the State Government, or whether slightly lower scales of pay would suffice for them. In the past, the view has often been expressed that as persons recruited for service under local bodies are generally men of the same locality without liability for transfer over a large area, they could justifiably be given lower scales of pay than the corresponding employees of the State Government. It has also been pointed out that the resources of local bodies being limited in comparison with those of the State Government, they could afford only lower

scales of pay than those prescribed for employees of the State Government. The Cabinet Salaries Committee which dealt with this question at some length, felt that whatever might have been the justification for lower scales of pay for employees of local bodies in the past, it was necessary in the interest of proper development of local self-Government to accord the local services parity of treatment in respect of pay and other conditions of service with the employees of State Government. They also forcefully pointed out that "it should not be acknowledged that the Government require lower standards in District Boards and Municipal Councils than in Government service". The Government however did not accept this recommendation of the Cabinet Salaries Committee and decided that the employees of the local bodies need be given only lower scales of pay than those allowed for the State Government employees. The representatives of a few associations of local employees who appeared before us have again asked for parity in the scales of pay and other conditions of service between the employees of local bodies and those of the State Government as they are alike engaged in serving the public.

6. The argument that Municipal employees may be allowed lower scales of pay as they are not liable to transfer and generally work near their native places cannot be pressed too far, since not an insignificant number of the employees of the State Government are also not liable to transfer. It is well known that staff in the lower grades are generally posted to work in their own districts and quite often near their native places. Further, the employees of local bodies do not have the same prospects of promotion as the State Government employees and it can be legitimately argued that on these grounds their scales of pay should be at least the same as those of Government employees. We cannot also attach any weight to the argument that since the service under local bodies attracts only personnel of lower standards, a lower scale of pay would suffice for them. For, if the assumption about the standards of recruitment to local body services is valid, the remedy will then be surely to raise the emoluments of employees of local bodies to the level of State Government employees and thus also improve the standards of recruitment to local bodies. Perhaps, the only serious argument in favour of fixing the emoluments of employees of local bodies at a somewhat lower level than for corresponding grades of State Government employees is the one based on the practical consideration that the local bodies with their inelastic and meagre resources cannot in any case bear the additional burden involved in assuring their employees parity in emoluments with the employees of the State Government.

7. Our view is that this issue of parity in emoluments between employees of local bodies and those of State Government cannot be decided on *a priori* considerations and that the case of each category of employees should be decided on its own merits. To this end, the different employees of local bodies may be classified broadly into the following three categories:—

- (i) Teachers;
- (ii) Technical staff such as Doctors, Engineers, Health Inspectors, Maternity Assistants, Draughtsmen, etc; and
- (iii) Administrative and other non-technical staff including Last Grade servants.

8. In the Chapter on 'Education Department' we have already observed that the disparities in emoluments of teachers employed under the different agencies should be removed. We therefore recommend that the teachers employed under local bodies should be on the same scales of pay as those employed under the State Government.

9. As regards technical staff, the local bodies should be facing the same difficulties in regard to recruitment as the State Government, and unless such staff are assured the same scales of pay and conditions of service as under the Government, the local bodies will not secure the technical personnel needed. It is necessary therefore to extend to the technical staff working under local bodies the same scales of pay as under Government, particularly as the prospects of promotion in local body services cannot be comparable to those under the State Government.

10. In regard to Ministerial and non-technical services, some differences in scales of pay between Government and local bodies appear to be justifiable and necessary on financial grounds as pointed out earlier. Even for these ministerial and non-technical staff, however, we feel the minimum emoluments proposed by us, namely Rs. 60, for a full-time Last Grade servant like a Peon and Rs. 100 for a S.S.L.C. holder like a Lower Division Clerk, should be assured. But subject to the assurance of this minimum emoluments, there cannot be serious objections to some measure of variation in scales of pay of non-technical staff working under local bodies, and their corresponding grades under the State Government. With reference to the general consideration set out above, we suggest the following scales of pay for some of the important categories under the local bodies for consideration and adoption by the local bodies.

11. *Last Grade Service and Ministerial Service.*—According to the information at our disposal the Last Grade servants under local bodies are already on the same scale as in Government service and our proposals seek to maintain the existing parity. For the various grades of Attenders under local bodies, we recommend that the lowest grade may be equated with Last Grade servants and the higher grades may be unified and allowed the same scale as Attenders in Government service.

12. The most important category in the Ministerial Service is the Lower Division Clerk. His initial pay is even now the same as that of a Lower Division Clerk in State Government service, but the maximum and the rate of increment are less. As the difference in maximum is however only Rs. 5, we recommend the same maximum also for Lower Division Clerks working under local bodies. The scale proposed for Lower Division Clerks under State Government is a fifteen-year scale; as the pace of promotions in local bodies will not be as quick as under the State Government a longer time-scale is necessary for the Lower Division Clerks working under local bodies. We therefore suggest a twenty-year scale such as Rs. 90—3—120—2—140, for Lower Division Clerks in local bodies.

13. The existing scale of pay of Upper Division Clerks working under local bodies is much lower than those under the State Government. There are two scales of pay for Upper Division Clerks working under State Government and we have combined them and proposed one uniform scale of Rs. 125—5—175. This uniform scale will represent too steep an increase over the existing scale of Upper Division Clerks in the service of local bodies. At the level of Upper Division Clerks, the work in Government offices is perhaps also more responsible and onerous than under the local bodies. We therefore suggest a somewhat lower scale of pay for the Upper Division Clerks in local bodies. An appropriate scale, in our view, would be Rs. 110—5—150, and even this scale would assure a reasonable increase over the existing scale.

14. The next higher category in a Municipality is the Manager of whom there are now four grades—

- (i) Rs. 90—5—110.
- (ii) Rs. 100—5—120.
- (iii) Rs. 150—3—165—5—180.
- (iv) Rs. 200—10—300.

There is not much difference between the two lower grades of Managers and we suggest unification of the grades on a scale of Rs. 125—5—175. The two higher grades of Managers may be on Rs. 200—5—240—10—270 and Rs. 250—15—400 respectively.

15. The following statement sets out in one view the existing scales of pay of the more important non-technical Staff under local bodies and the existing scales under Government for corresponding grades and the revised scales considered appropriate by us :—

Name of post. (1)	Under local bodies.		Under Government.	
	Existing scale.	Revised scale.	Existing scale.	Revised scale.
	(2) RS.	(3) RS.	(4) RS.	(5) RS.
Peons	18—1—25	50—1—60	18—1—25	50—1—60.
Duffadars	$\left\{ \begin{array}{l} 22-\frac{1}{2}-30 \\ 22-1-30 \end{array} \right\}$	$\left\{ \begin{array}{l} 50-1-60 \\ \text{plus Rs. 5} \\ \text{special pay.} \end{array} \right\}$	22—1—30	$\left\{ \begin{array}{l} 50-1-60 \\ \text{plus Rs. 5} \\ \text{special pay.} \end{array} \right\}$
Attenders	$\left\{ \begin{array}{l} 16-\frac{1}{2}-25 \\ 22-1-30 \\ 22-\frac{1}{2}-30 \\ 22-1-35 \\ 24-1-35 \end{array} \right\}$	$\left\{ \begin{array}{l} 50-1-60 \\ 55-1-70 \end{array} \right\}$	24—1—35	55—1—70.
Typists	45—2—85 plus Rs. 10 special pay.	90—3—120— 2—140 plus Rs. 10 special pay.	45—3—60— 2—90 plus Rs. 10 special pay.	90—4—110— 3—140 plus Rs. 10 special pay.
Steno-typists	45—2—85 plus Rs. 15 or Rs. 35 special pay.	90—3—120— 2—140 plus Rs. 15 or Rs. 35 special pay.	45—3—60— 2—90 plus Rs. 15 or Rs. 35 special pay.	90—4—110— 3—140 plus Rs. 15 or Rs. 35 special pay.

Name of post.	Under local bodies.		Under Government.	
	Existing scale.	Revised scale.	Existing scale.	Revised scale.
(1)	(2)	(3)	(4)	(5)
	RS.	RS.	RS.	RS.
Lower Division Clerks.	45—2—85	90—3—120— 2—140.	45—3—60— 2—90.	90—4—110— 3—140.
Upper Division Clerks.	70—3—85— 5—110.	110—5—150	80—5—110 80—5—110— 3—125.	} 125—5—175.
Head Clerks and Superintendents.	90—5—105— 3—120.	125—5—175	..	
Managers	{ 90—5—110 100—5—120 }	125—5—175	Junior Superintendents— 140—5—190.	} 180—5—200— 10—300.
	{ 150—3—165— 5—180.	200—5—240— 10—270.	Senior Superintendents, Grade II— 190—10—240.	
	{ 200—10—300	250—15—400	Senior Superintendents, Grade I— 250—10—300.	325—15—400.
	{ 150—5—200 200—10—300 }	200—5—240— 10—270. 250—15—400	..	..
Secretaries	200—10—300	250—15—400	..	..
Personal Assistants to the Commissioners.	200—10—300	250—15—400	Personal Assistants to Heads of Departments— 275—25/2—350.	300—15—450.
Bill Collectors	{ 25—1—35 30—2—50— 1—55.	{ 55—1—70 70—2—100 }	{ 30—55	70—2—100.
Selection Grade Bill Collectors.	60—3—75	90—3—105— 4—125.	..	..
Licence Inspectors ..	60—3—90	100—5—150	..	..
Revenue Inspectors ..	45—2—85	90—3—120— 2—140.	45—3—60— 2—90.	90—140.
Bulls Superintendents (Upper Division Grade).	70—3—85—5— 100.	(Same as Upper Division Clerks.)	80—5—110 or 80—5—110— 3—125.	125—5—175.
Assessors	90—5—125	125—5—175	..	..
Assistant Revenue Officers.	150—5—200	200—5—240— 10—270.	Deputy Tahsildars—150— 5—200.	200—5—240— 10—270.
Revenue Officers ..	{ 90—5—105— 3—120. 125—5—150 150—5—200 }	{ 125—5—175 150—5—200 200—5—240— 10—270. }	..	..
Assistant Accountants.	{ 110—5—150 110—5—160 }	150—5—200	{ 80—5—110 80—5—110— 3—125. 140—5—190 }	{ 125—5—175. 180—5—200— 10—250. }
Accountants	{ 75—3—90— 5—105. 90—5—105— 3—120. 125—5—150 125—5—175 }	{ (Same as Upper Division Clerks.) 125—5—175 150—5—200 150—5—200 }	{ 80—5—110 80—5—110— 3—125. 80—5—110— 3—125. 140—5—190 }	{ 125—5—175. 180—5—200— 10—250. }

16. The technical staff are employed largely in Medical and Public Health Departments and Town-Planning and Engineering and Water Works Departments. The most important category of staff employed in the Medical Department is of course the Medical Officers—men and women. Even with the relatively higher scales of pay and better prospects of promotion available under State Government service it has not been possible to maintain the Medical establishments at their full strength. It will therefore be unrealistic to make any discrimination in the scales of pay between the medical staff working under local bodies and those under the State Government and allow the former lower scales of pay. It is necessary also to maintain the same standards in the medical institutions under the control of local bodies, as in those directly under the State Government. We would therefore lay down the general principle that Medical Officers in local body service should be placed on the same scales as Medical Officers under the State Government with similar qualifications. The doctors with M.B.B.S. qualification working under local bodies should be allowed the scales of pay proposed for Civil Assistant Surgeons under the State Government service; the G.C.I.Ms., L.M.Ps., and L.I.Ms. may be allowed appropriate lower scales of pay.

17. Another large category employed in the Medical Department is the Pharmacists who are now on two scales of pay. Pharmacists in Modern Medicine are on the scale of Rs. 40—2—60—1—65 while Pharmacists in Integrated Medicine are on Rupees 40—1—55. It is not known how the local bodies find it possible to attract fully qualified Pharmacists on these lower scales of pay, when, as we understand, even with the higher scale of Rs. 45—2—85 in Government service, the Medical Department is not able to retain fully qualified Pharmacists. We would therefore suggest that fully qualified Pharmacists in local bodies should be allowed the same scales of pay as under State Government; but, a larger number of Pharmacists under local bodies may not be fully qualified and for these latter a lower scale of pay, Rs. 70—2—90, may suffice. In the Public Health Department important categories such as Health Visitors, Sanitary Inspectors, etc., are even now on the same scales of pay as corresponding grades under the State Government and it is necessary to maintain this parity in future also.

18. Another important category is that of Maternity Assistants who get only Rs. 5 less than the corresponding grade under the State Government. As the existing difference in the emoluments is negligible, we suggest that Maternity Assistants under local bodies may be allowed the same scale of pay as under State Government. We set out below some of the important categories of staff employed in Medical and Public Health Departments and suggest revised scales of pay for them bearing in mind the general considerations set out above:—

Name of post.	Under local bodies.		Under Government.	
	Existing scale.	Revised scale.	Existing scale.	Revised scale.
	(2)	(3)	(4)	(5)
	RS.	RS.	RS.	RS.
MEDICAL DEPARTMENT.				
Women Medical Officers.	$\left\{ \begin{array}{l} 200-10-400 \\ 200-25-400 \\ 200-25/2-400 \end{array} \right\}$	300—15—450— 25—575 for M.B.B.S. (For others the scale is to be settled by the Govern- ment.)	200—25/2—400	300—15—450— 25—575.
Women Medical Officers and Assistant Surgeons.	$\left\{ \begin{array}{l} 150-5-200 \\ 200-10-240 \\ 150-10-350 \end{array} \right\}$			
Sub-Assistant Surgeons (L.M.P. or L.I.M.).	80—5—150			
Sub-Assistant Surgeons (G.C.I.M.).	100—5—150— 10—200.			
Radiologists	260—25/2—400			
Staff Nurse and Matrons.	$\left\{ \begin{array}{l} 50-3-65-2- \\ 75. \\ 50-3-95 \end{array} \right\}$	100—5—150	85—5—150	140—5—220.
Social Workers (V.D. Department).	70—3—130	125—5—175	85—5—150	125—5—200.

Name of post. (1)	Under local bodies.		Under Government.	
	Existing scale.	Revised scale.	Existing scale.	Revised scale.
	(2)	(3)	(4)	(5)
	RS.	RS.	RS.	RS.
MEDICAL DEPARTMENT— <i>cont.</i>				
Pharmacists (Modern Medicine).	40—2—50—1—65.	(Same as Pharmacists under Government provided the same qualifications are insisted on.)	45—2—85	90—4—110—3—140.
Pharmacists (Integrated Medicine).	40—1—55	70—2—100	40—1—55	70—2—100.
Maternity Assistants ..	$\left\{ \begin{array}{l} 35-2-55-1-65. \\ 40-3-55-1-65. \end{array} \right.$	(Same as under Government provided the same qualifications are insisted on.)	40—3—55—1—70.	80—3—110—2—120.
Nursing Orderlies ..	$\left\{ \begin{array}{l} 14-\frac{1}{2}-20 \\ 14-1-20 \\ 19-\frac{1}{2}-25 \\ 19-1-25 \end{array} \right.$	50—1—60	Grade II— 19—1—25.	50—1—60.
Cooks	20— $\frac{1}{2}$ —30	50—1—60	25—1—35	55—1—70.
Cooks-cum-Watchmen ..	15— $\frac{1}{2}$ —25	50—1—60	$\left\{ \begin{array}{l} 15-1-20 \\ 25-1-35 \end{array} \right.$	50—1—60. 55—1—70.
Butlers.. ..	16— $\frac{1}{4}$ —25			
PUBLIC HEALTH DEPARTMENT.				
Women Medical Officer, Grade I.	250—15—400	300—15—450—25—575 (if held by M.B. B.S.).	200—25/2—400	300—15—450—25—575.
Women Medical Officer, Grade II.	120—10—240	An appropriate scale to be fixed by Government.	..	..
Serologist	150—25/2—400	300—15—450—25—375 (if held by M.B. B.S.).	200—25/2—400	300—15—450—25—575.
Health Visitors ..	70—3—130	125—5—200	70—3—130	125—5—200.
Sanitary Inspectors (Selection Grade).	140—5—190	200—10—300	140—5—190	200—10—300.
Sanitary Inspectors (Ordinary Grade).	60—3—90—4—130.	100—5—200	60—3—90—4—130.	100—5—200.
Health Educationist ..	65—2 $\frac{1}{2}$ —90	100—5—150	..	..
Health Assistants ..	$\left\{ \begin{array}{l} 45-2-55-1-75. \\ 1-75. \end{array} \right.$	90—3—105—4—125.	45—2—55—1—75.	90—3—105—4—125.
Vaccinators				
Technicians	40—2—80	80—3—110	$\left\{ \begin{array}{l} 45-3-75 \\ 50-5-100 \end{array} \right.$	$\left\{ \begin{array}{l} 80-3-110 \\ 90-4-110-3-140. \end{array} \right.$
Maternity Assistants ..	35—2—55—1—65.	(Same as Maternity Assistants in Medical Department.)	40—3—55—1—70.	80—3—110—2—120.
Laboratory Assistants..	$\left\{ \begin{array}{l} 40-2-60 \\ 25-1-35 \end{array} \right.$	$\left\{ \begin{array}{l} 70-2-100 \\ 55-1-70 \end{array} \right.$	$\left\{ \begin{array}{l} 40-2-60 \\ 35-2-55 \end{array} \right.$	$\left\{ \begin{array}{l} 70-2-100. \\ 70-2-100. \end{array} \right.$
Field Assistants ..	$\left\{ \begin{array}{l} 25-2-45 \\ 25-1-35 \\ 25-2-55 \end{array} \right.$	$\left\{ \begin{array}{l} 55-1-60-2-80. \\ 80. \end{array} \right.$	25—2—45	55—1—60—2—80.
Conservancy Attenders.	24—1—35	55—1—70	..	..
Ayals	$\left\{ \begin{array}{l} 12-\frac{1}{2}-16 \\ 12-1-16 \\ 15-1-20 \end{array} \right.$	50—1—60	12—1—16	50—1—60.

TOWN-PLANNING DEPARTMENT.

19. The Town-Planning Officer, Grade I, employed in local bodies is on the same scale as Assistant Engineers under Government and it is necessary to offer him the same revised scale as for Assistant Engineers under the State Government. The scale of pay of Town-Planning Officer, Grade II, is comparable to that of Junior Engineers in State Government and we have kept this in view in proposing the revised scale of pay.

20. Another important category under local bodies is that of Draughtsmen of whom there are two grades (1) on Rs. 70—3—115 and (2) Rs. 50—3—65—5—75. The higher grade of Draughtsmen can be equated with the Draughtsmen, Grade III, in Public Works Department, and for the Draughtsmen on the lower scale of pay of Rs. 50—75, the revised scale as for Lower Division Clerks would, in our view, suffice.

21. We set out below some of the important categories of staff in the departments of Town-Planning, Engineering and Water Works under local bodies and indicate their existing scales and the revised scales considered appropriate by us :—

Name of post. (1)	Existing scale. (2) RS.	Revised scale. (3) RS.
TOWN-PLANNING DEPARTMENT.		
Town-Planning Officer, Grade I ..	260—30/2—380— 40/2—500.	350—25—650.
Do. Grade II ..	150—10—250 ..	225—15—375.
Town-Planning Officer and Assistant Town-Planning Officers.	100—5—150—10— 180.	150—5—175—10—225— 15—300.
Town-Planning and Building Officers.	{ 60—3—90 .. 70—3—115 .. }	{ 100—5—150.
Draughtsmen	{ 70—3—115 .. 50—3—65—5—75. }	{ 100—5—150. 90—3—120—2—140.
Surveyors	70—3—115 ..	100—5—150.
Tracers	35—1—55 ..	70—2—100.
Chainmen	18—1—25 ..	50—1—60.

WATER WORKS DEPARTMENT.

Water Works Superintendent ..	150—10—240— EB—15—300.	225—15—375.
Water Works Supervisor	100—5—150— 10—180.	150—5—175—10— 225—15—300.
Water Works Overseer	70—3—115 ..	100—5—150.
Foreman	90—3—120 ..	125—5—175.
Tap Inspector	{ 40—2—50—1—65 .. 45—2—55—1—60 .. }	{ 80—2—100.
Pipe Line Fitter	{ 40—2—60 .. 35—2—45—1—55 .. 30—1—40 .. }	{ 75—2—95. 75—2—95. 65—1—75.
Water Works Fitter	{ 40—2—60 .. 30—1—40 .. }	{ 75—2—95. 65—1—75.
Turner	40—2—60 ..	75—2—95.
Turn Cock	{ 24—1—35 .. 20—1—35 .. 20—1—30 .. }	{ 55—1—70.
Pipe Line Cleaners	{ 15—1—20 .. 18—1—25 .. }	{ 50—1—60.
Tube Well Mechanic	30—2—50 ..	70—2—100.

Name of post. (1)	Existing scale. (2) RS.	Revised scale. (3) RS.
ENGINEERING DEPARTMENT.		
Senior Supervisor	150-10-250 ..	225-15-375.
Public Works Supervisor	100-5-150-10-180 ..	150-5-175-10-225-15-300.
Public Works Overseers	70-3-115 ..	100-5-150.
Draughtsmen, Grade I	70-3-115 ..	100-5-150.
Draughtsmen, Grade II	50-3-65-2-75 ..	As suggested under "Town-Planning Section".
Tracers	{ 35-1-55 35-2-55-1-60 }	70-2-100.
P.W. Maistries	{ 20-1-30-2-50 20-1-30 .. }	70-2-100. 55-1-70.
ELECTRICAL DEPARTMENT.		
Assistant Electrical Engineer	180-5-200 ..	225-15-300.
Electrical Superintendent	100-5-120 ..	150-5-200.
Electrical Superintendent	70-3-100 ..	100-5-150.
Electrical Inspector	100-5-150 ..	150-5-200.
Line Inspector, Electric Light Inspector.	90-3-120 ..	125-5-175.
Line Inspector, Electric Light Inspector.	60-3-75-2-85 ..	90-3-105-4-125.
Testing Assistant	90-3-120 ..	125-5-175.
Testing Assistant	60-3-75-2-85 ..	90-3-105-4-125.
Instrument Repairers	40-2-60-1-75 ..	75-2-95.
Meter Readers	{ 35-2-55-1-60 45-3-60 .. }	75-2-95.
Store-keeper	45-2-85 ..	90-3-120-2-140.
Wiremen, Switch Board Operator	35-2-55-1-60 ..	75-2-95.
Switch Board Attenders	{ 20-1-25 .. }	50-1-60.
Switch Board Helpers	{ 20-1-25 .. }	50-1-60.
Lamp Superintendent	24-1-32-1-35 ..	55-1-70.
Electricians	40-2-60-1-65 ..	70-2-100.
Electricians	55-3-85-5-95 ..	90-3-105-4-125.
Meter Mechanic	40-2-60-1-65 ..	80-3-110.
Meter Cleaners	20-1-25 ..	50-1-60.
Road Roller Drivers	40-1-60 ..	75-1-85.

22. As regards staff employed in the Education Department, we have already proposed that teachers should be allowed the same scales of pay as under Government. We indicate below some of the important categories of staff employed in the Education Department and the revised scales considered suitable by us :—

EDUCATION DEPARTMENT.		
Name of post. (1)	Existing scale. (2) RS.	Revised scale. (3) RS.
Lower Grade Teachers	{ 20-1-35 23-1-33 23-1-35 24-1-33 }	55-1-70.
Higher Grade Teachers	{ 30-1-45 30-1-50 35-1-50 }	65-1-70-2-90.
Secondary Grade Teachers	{ 45-2-85 45-3-60-2-90 }	90-4-110-3-140.
B.T. and L.T. Assistants	{ 75-5-145 85-5-125-10-175 }	140-5-180-10-250.
Headmaster	{ 150-10-200 165-5-205-10-245 }	225-10-275-15-350 plus Rs. 20 or Rs. 30 special pay.

23. There are a number of miscellaneous categories of staff such as Motor Drivers, Lorry Cleaners, Gardeners, Blacksmiths, Hammermen, Watchmen, etc. We indicate below the revised scales of pay for them bearing in mind, the scales proposed by us for corresponding grades of staff under the State Government:—

Name of post. (1)	Existing scale. (2)	Revised scale. (3)
	RS.	RS.
Motor Drivers	{ 40—1—45 40—1—50 }	.. 75—1—85.
Jeep Drivers	{ 35—1—40 40—1—50 }	.. 70—1—80.
Lorry Cleaners	15—1—20	.. 50—1—60.
Lorry Cleaners	{ 18—1—25 20—1—25 }	.. 50—1—60.
Compost Inspectors	150—5—200	.. 200—5—240—10—270.
Compost Attenders	24—1—35	.. 55—1—70.
Compost Maistry	18—1—25	.. 50—1—60.
Burialground Registrars	25— $\frac{1}{2}$ —40	.. 55—1—70.
Film Operators	50—2—70	.. 80—3—110.
Cinema Operators	50—2—70	.. 80—3—110.
District Scout Organizers	60—5—100	.. 100—5—150.
Sewage Farm Maistries	20—1—30—2—50	.. 55—1—60—2—80.
Gardeners	18—1—25	.. 50—1—60.
Blacksmiths	{ 30—1—40 35—1—40 30—1—45 }	.. 65—1—75.
Hammerman	15—1—20	.. 50—1—60.
Watchmen	{ 18—1—25 15— $\frac{1}{2}$ —25 16—1—25 }	.. 50—1—60.
Carpenters	35—1—45	.. 65—1—75.
Bellow Boys	16—1—25	.. 50—1—60.
Fitters	25—2—35—1—40	.. 55—1—60—2—80.
Fitters	30—1—40	.. 65—1—75.
Fitters	35—2—45—1—50	.. 70—2—100.
Market Sergeants	45—2—85	.. 80—3—110.
Clock Repairers	25—1—35	.. 55—1—70.
Park Supervisors	100—10/2—150	.. 150—5—200.
Park Superintendent	60—2 $\frac{1}{2}$ —80	.. 90—3—105—4—125.
Avenue Maistries	20—1—30—2—50	.. 55—1—60—2—80.
Avenue Maistries	20—1—30	.. 50—1—60.
Head Gardeners	20—1—30	
Cleaners	20—1—25	

24. We have hitherto dealt with categories of staff on regular time-scales of pay who are full-time employees of local bodies. There is besides a large class of employees like Sweepers, Scavengers, Watchmen, etc., who are on scales of pay considerably lower than that of Peons. From the information at our disposal, we find that many of them are on fixed pay, often as low as Rs. 3 or Rs. 5 though they all get dearness allowance at the same rates as Last Grade servants. There are 14,652 employees on such low fixed pay under Municipalities and 3,138 employees under District Boards. We give details of such staff in Appendix VIII. The present low fixed pay is presumably due to the fact that many of these employees do not work fulltime. Any improvement in the conditions of service of this large class of employees can only be gradual, and it will not obviously be within the resources of local bodies to allow them regular time-scales of pay, and assure them also a minimum remuneration of Rs. 60 as suggested by us for full-time Last Grade servants. We would only urge that such full-time employees on low fixed pay as have been in service for over a number of years, say for not less than five years and more, and who may be required for the normal work of the local bodies, should be regularized according to a phased programme and placed on the scales of pay recommended by us for Last Grade Servants. But meanwhile when all other local body employees would get some increase as a result of our recommendations, it will obviously not be fair and expedient if contingent establishments, particularly those engaged in important work such as Sweepers and Scavengers, do not get any increase in their emoluments. We consider that pending

the progressive regularization of the service of such full-time contingent staff, according to a phased programme, all such employees should be given an immediate increase of Rs. 5 in their emoluments. While dealing with contingent establishments under the State Government, we have observed that the present low rates of pay would appear to have encouraged the employment of a larger number of people than may be considered strictly necessary. We feel that the present low rates of pay for contingent staff in local body service might have also had the same consequences and we would urge that all local bodies should immediately undertake a review of the existing strength of their contingent establishments and explore the scope for economies. Such economies may be inevitable if the employees are ultimately to be assured of a need-based minimum wage.

PANCHAYATS.

25. Of the staff working in Panchayats, Executive Officers are the most important and we understand from the Rural Development and Local Administration Department that proposals are under the consideration of the Government for simplification of the different grades of Executive Officers into two grades corresponding to Lower and Upper Division Clerks in Government service. We are not therefore suggesting any revision in the scales of pay of this category, but would only suggest that with the equation of this category with Lower and Upper Division Clerks, the Executive Officers should be allowed, having regard to their seniority and the importance of their charge, the scales of pay of Lower Division Clerks or Upper Division Clerks. For other categories of staff in Panchayats, we are not in a position to suggest any revised scales in the absence of detailed information regarding their financial position. We leave it to the Government in the Local Administration Department to work out in consultation with the Inspector of Municipal Councils and Local Boards the revised scales for Panchayat staff with due regard to the scales proposed by us for corresponding grades under Government, Municipalities and District Boards. To illustrate, the Clerks working under Panchayat on Rs. 25-1-35 are on the same scale as that of Attenders under the State Government and it would be appropriate to allow in their case the revised scale of pay for Attenders. Revenue Inspectors working under the Panchayats are on the same scale as that of Lower Division Clerks under Municipalities, and the revised scale of pay proposed by us for Municipalities will therefore be appropriate in their case.

26. In proposing revised scales of pay for State Government employees, we have taken into account the financial position of the State and it will therefore be possible for the Government to take early decisions on our proposal. Our recommendations in regard to the scales of pay of staff under local bodies stand on a different footing as these will have to be considered by the Government in consultation with the local bodies and the scales implemented as far as possible with their concurrence. At the time of the last revision of scales of pay in 1947, the Government, in recommending the revision of scales of pay for staff under local bodies, took the view that the local bodies should be able to meet the entire extra cost of implementing the revised scales of pay from their own resources, without any help from the Government in the form of subsidies. We have again carefully considered whether any financial assistance will have to be given to local bodies to enable them to adopt the revised scales of pay proposed by us. Though the Government did not accept any such liability at the time of the last revision in 1947, it should be remembered that since 1943, the Government have been helping the local bodies with grants to enable them to pay dearness allowance at the same rates as for Government servants of corresponding grades. The expenditure involved in the payment of dearness allowance to the employees of local bodies is reimbursed by the State Government to the extent of the deficit in the budgets of local bodies. Recently, the Government have brought about certain changes in the system of payment of grants towards deficits in the budgets of District Boards, caused on account of the payment of dearness allowance at the rates fixed by Government. Under the Government order which effected these changes, it has been made clear that the system of paying grants towards deficits in the District Boards caused on account of payment of the dearness allowance to the staff would be discontinued with effect from 1959-60, in view of the proposals to sanction net cost grants to the District Boards towards the cost of elementary education and secondary education and in view of the assumption of responsibility by the Government for major district roads. But in regard to Municipalities, however, the Government continue to pay grants towards deficit of the general account limited to the expenditure incurred on payment of dearness allowance to their employees. With the merger of the bulk of dearness allowance with pay, the existing arrangements in regard to the payment of grants to municipalities towards dearness allowance to their employees would call for revision.

27. The Government have a stake in the maintenance of the efficiency of the services under local bodies as these come into closer contact with the public than even some of the employees of the State Government. The State Government will therefore have to

assume some degree of responsibility for improving the conditions of service of employees under local bodies. The exact terms of financial assistance to municipalities and other local bodies to enable them to accept and implement our recommendations will have to be settled in consultation with the local bodies. We would only emphasize that the Government should accept in principle a certain measure of responsibility for improving the remuneration of local body employees and evolve a pattern of financial assistance which while providing adequate inducement to the local bodies to adopt the improved scales proposed by us for their staff, would not undermine the responsibility which is primarily theirs for maintaining satisfactory conditions of service for their employees. Any arrangements under which the Government assume full responsibility for the additional cost of improving the conditions of municipal employees will detract from the independence and sense of financial responsibility of the local bodies concerned. It will also militate against the salutary principle that the cost of local services should be, as far as possible, met out of resources locally raised. With the reduction of dearness allowance as a result of merger of the bulk of dearness allowance with pay, the grants payable to municipalities will be reduced and it will affect their budgetary position. In order to safeguard the budgetary position of local bodies we would suggest that Government should for the next five years pay them block grants equal to the grant payable to them towards the cost of dearness allowance of their employees during the financial year 1959-60. This basic financial assistance assured, the local bodies should be called upon to improve the scales of pay of their employees on the lines indicated, by the offer of grants towards a suitable proportion of the additional cost of adopting the scales proposed by us, the grant being limited in the first instance to five years.

CHAPTER LXV.

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT.

1. In the preamble to the Government Order constituting our Commission, the Government have observed that the bulk of the Government servants of the Kanyakumari District continue to draw the scales of pay which obtained in that area before the State Reorganisation and that it would be desirable to fit them into common scales of pay in force in this State, consistent with the safeguards assured to them in the States Reorganisation Act. The States Reorganisation Act provides that the conditions of service applicable immediately before the date on which an employee is transferred to the successor State should not be varied to his disadvantage except with the previous approval of the Central Government. Apart from this, the Government have also issued detailed instructions for the guidance of the Secretaries to Government in framing proposals for the protection of the conditions of service of the Government servants allotted to this State from the former Travancore-Cochin State. Based on these instructions, orders have been issued integrating the various posts transferred from the former Travancore-Cochin State with the corresponding posts in the Madras State. We find that even after integration, most of the personnel transferred from the former Travancore-Cochin State continue to draw pay in the Travancore-Cochin scales under the protection given to them especially in certain numerically important categories such as Peons, Police Constables, Lower Division Clerks, Upper Division Clerks, etc., because the former Travancore-Cochin scales of pay were more attractive than the corresponding scales in this State as shown below :—

Name of the category.	Scales of pay in the Madras State.	Scales of pay in the former Travancore-Cochin State.
(1)	(2)	(3)
	RS.	RS.
Peons	18—1—25	25—1—35.
Lower Division Clerks	45—3—60—2—90	40—3—55—4—75—5—120.
Upper Division Clerks	$\left\{ \begin{array}{l} 80-5-110-3-125 \\ 80-5-110 \end{array} \right.$	$\left\{ \begin{array}{l} 80-5-120-6-150. \end{array} \right.$
Constables	30— $\frac{1}{2}$ (A)—40	$\left\{ \begin{array}{l} 35-1-40. \\ 40-1-50. \end{array} \right.$
Head Constables	40—1—50—2—60	50—2—60—3—75.

2. We have fixed the new scales of pay for the various categories of posts both in Kanyakumari district and in the rest of the State having regard to the duties and responsibilities attached to the posts and the qualifications prescribed therefor. The

scales of pay fixed for the posts with which the various posts transferred from the former Travancore-Cochin State have been integrated will naturally apply also to the personnel transferred from that State.

3. We have set out in Part IV the important categories of staff transferred from the Travancore-Cochin State, their present scales of pay and the revised scales to be applied to them. The minimum as well as the maximum emoluments under the revised scales of pay proposed are higher than those under the Travancore-Cochin scales of pay for most of the numerically large categories such as Peons, Constables, Teachers. Our revised scales of pay for Gazetted Officers, non-Gazetted Officers in supervisory grades and technical personnel in general are also higher than the Travancore-Cochin scales of pay. We can therefore reasonably expect all such employees to opt for the revised scales of pay suggested.

4. There will however be certain categories of staff who may experience some hardship in coming on to the revised scales proposed by us. These categories may themselves be classified into two groups. In the first group are categories such as Lower Division Clerks, Upper Division Clerks, etc., in respect of whom the minimum emoluments proposed by us are higher than under the Travancore-Cochin scale but the maximum and the rate of increment are slightly less favourable. Many of these employees who may be at or near the minimum in the Travancore-Cochin scales may still find it advantageous to opt for the revised scales. We however suggest that a general option may be given to all such categories to continue on the Travancore-Cochin scales or switch on to the new scales of pay. We also suggest that in order to induce as large a number of employees in this group as possible to elect for the revised scale, one advance increment over and above what will be admissible under the formula applicable to the generality of employees may be allowed in the fixation of their pay in the new scales of pay. We would like to make it clear again that this concession of an extra advance increment should be given only to those categories of staff, whose present maximum pay and rate of increment are higher than under the revised scales of pay and who choose to come on to the revised scales of pay. For those who prefer to remain on the Travancore-Cochin scales, we suggest that our proposals in the next paragraph may apply.

5. In the second group are categories of staff such as Drivers and Conductors in the Transport Department, etc., whose emoluments under the Travancore-Cochin scales of pay are far higher than under the revised scales of pay proposed by us. In these cases, there will be no alternative except to allow the existing personnel to draw pay in the Travancore-Cochin scales. The question will also arise for consideration in such cases whether the new rate of dearness allowance should be made applicable to them or whether their present rate of dearness allowance should be continued. It will be administratively inconvenient to have two different rates of dearness allowance in force in any part of the State. Further, if the present rates of dearness allowance are continued for any class of transferred personnel, they will be denied the benefits of the merger of the bulk of dearness allowance with pay which have been conferred on other employees. We therefore suggest that the existing rate of dearness allowance of this class of employees continuing in the Travancore-Cochin scales of pay in excess of the new rates of dearness allowance proposed to be allowed for other comparable employees of the State may be treated as 'Dearness Pay' and may be taken into account for purposes of determination of retirement benefits, travelling allowance, etc. Dearness pay will in such cases be shown separately from pay as is now being done in respect of employees of the Government of India.

6. The Kanyakumari Branch of the Non-Gazetted Government Officers' Union has represented to us that the classification of clerks as Lower Division Clerks and Upper Division Clerks was introduced in the former Travancore-Cochin State only in April, 1955 and that clerks who were on the scales of Rs. 25-30, Rs. 30-45 and Rs. 45-75 were classified as Lower Division Clerks on Rs. 40-120, while clerks on Rs. 80-100, Rs. 80-120, Rs. 100-125 and Rs. 125-150 were classified as Upper Division Clerks on the scale of Rs. 80-5-120-6-150. The employees have urged that they should be given weightage for all their past services in the Travancore-Cochin scales as the existing scales came into effect only in April, 1955. We recommend that in respect of Lower Division Clerks, service in all the three grades of clerks on Rs. 25-30, Rs. 30-45 and Rs. 45-75 which were merged in the existing scale of Lower Division Clerks, and in respect of Upper Division Clerks, service in the four grades on Rs. 80-100, Rs. 80-120, Rs. 100-125 and Rs. 125-150 which were merged in the existing scale of Rs. 80-150 may be taken into account for purpose of giving weightage for past service by way of advance increments. The sanction of advance increments will however be subject to the limits specified in the chapter on the "Method of fitting the existing personnel into the new scales".

7. When the posts in the former Travancore-Cochin State were integrated with corresponding posts in the Madras State, the pay of the Travancore-Cochin personnel was fixed at the stage of the time-scale of the posts equal to their pay in the Travancore-Cochin scale immediately prior to States Reorganisation and if there was no such stage at a stage next below, the difference being made good by granting personal pay to be absorbed in future increments. No weightage for their past service in the Travancore-Cochin State was thus given. We recommend that while refixing their pay in the new scales according to the formula proposed by us in another chapter, they may be allowed weightage for past service in the Travancore-Cochin scales from 1947 onwards, that being the year in which the current scales of pay were brought in force in Madras State, provided that such service or any portion of it has not already been counted for purposes of advance increments in any revision of scales of pay in the Travancore-Cochin State subsequent to 1947.

CHAPTER LXVI.

METHOD OF FITTING THE EXISTING PERSONNEL INTO THE NEW SCALES.

1. We are required under one of our terms of reference to recommend a suitable formula for fitting the existing employees in the new scales of pay proposed by us. To persons already in service the formula for fixation of pay in the new scale is of immediate importance and they would naturally attach greater value to it than the absolute increases which we have proposed in the scales themselves. This question assumes particular significance on account of our proposals for the merger of dearness allowance with pay and also, in the case of gazetted posts, the substitution of annual for biennial increments.

2. Almost all scales of pay proposed by us become technically revised scales. This means that almost all the employees of the State Government will have to be fitted into the new scales of pay, whereas on previous occasions of general revision of the scales of pay, there were a large number of employees whose scales were left more or less unaltered. For instance, in the 1947 revision, the scales of pay of almost all the gazetted officers were left unaltered. Likewise in the 1933 revision, the scales of pay of a very large class of low paid employees were left intact. The current revision, on the other hand, will affect practically all the employees of the State Government, for even in those cases where no changes in the total emoluments were called for, we have had to revise the scales of pay to provide for the absorption of the dearness allowance, and to provide for annual instead of biennial increments.

3. In fixing the pay of the employees already in service in the new scales, the following three alternative courses of action are possible :—

(a) Fixation at the next higher stage under Fundamental Rule 22 subject to the right conferred under Fundamental Rule 23;

(b) Point-to-point fixation, recognising in full the service rendered in the existing scales of pay as having been rendered in the proposed new scales ;

(c) Grant of a moderate weightage for persons with longer service in the nature of advance increments, calculated at the rate of one increment for a specified number of years of service in a given time-scale, in addition to fixation of pay in the new scale under (a) above.

4. We discuss briefly the implications of the three alternatives set out above.

Fixation of pay under Fundamental Rule 22 will be the easiest formula. This formula will in our view be also fair in its application to the gazetted officers. We have generally been reluctant to raise the emoluments of non-technical gazetted officers and it will therefore be against the general spirit of our recommendations to allow them an increase in their emoluments in the guise of advance increments only because their scales have been formally 'revised' to provide for the merger of dearness allowance and annual instead of biennial increments. Even in the case of technical officers such as engineers and doctors for whom we have proposed substantial improvement in the present scales of pay, our objective has not been so much to confer immediate benefits on the existing men

as to make a career under the State Government attractive for the technical men coming out of professional institutions and to stress incidentally, the relative importance of technical as compared with purely administrative and regulatory services in the new Welfare State. This objective will be fulfilled if the pay of the gazetted officers including the technical officers is fixed in the new scale under Fundamental Rule 22 subject to the condition that where the existing pay, as defined further below, is lower than the minimum of the revised scale, such minimum shall be allowed. This formula will however not give enough relief to non-gazetted employees and some measure of weightage for past service should therefore be conceded in their case.

5. Under no scheme of revision in that past has the principle of point-to-point fixation been conceded in its entirety. No doubt this formula will ensure full weightage for past service. But it will result in an employee drawing a higher pay getting a larger increase on account of his past service than another drawing lower pay. And to this extent it will offend against the egalitarian principles stressed so much by the various service associations. Point-to-point fixation will also have to be ruled out on financial considerations unless, as proposed by the second Central Pay Commission in respect of employees of the Central Government, the increases in emoluments are restricted to certain limits. It is significant that the Non-Gazetted Officers' Union has itself not asked for fixation of pay on this principle. We therefore consider that the most satisfactory formula will be to fix the pay of the non-gazetted employees in the new scale under Fundamental Rule 22 and then grant them a moderate weightage for past service in the nature of advance increments.

6. We have analysed the formulæ suggested by the first Central Pay Commission and various other State Committees, such as the Andhra Pay Committee, the Kerala Pay Committee and also the Madras Cabinet Salaries Committee, and have found that the formula proposed by the first Central Pay Commission is the most liberal from the point of view of the employees. It had suggested one advance increment for every three years of service over and above fixation of pay at the next stage. We also consider that non-gazetted employees should be allowed weightage for past service by way of advance increment, at the rate of one increment for every three years of service subject to a maximum of four advance increments.

7. The following procedure may then be followed in fitting the existing employees in the revised scales of pay —

(i) The 'present emoluments' of an employee shall form the basis for fixation of his pay in the new scales. The 'present emoluments' shall for this purpose mean basic pay, dearness pay and dearness allowance but not other allowances;

(ii) The 'present emoluments' of an employee as defined above shall first be reduced by the amounts shown below and the balance shall be taken as his 'present pay' for purposes of fixation of his pay in the new scale :—

Present emoluments.		Deductions to be made.
Up to Rs. 160	.. ..	Rs. 10.
From Rs. 161 to Rs. 170	.. ..	Amount sufficient to bring the present emoluments down to Rs. 150.
From Rs. 171 to Rs. 320	.. .	Rs. 20.
Above Rs. 320	.. ..	Nil.

(These deductions have been proposed with reference to the new rates of dearness allowance.)

(iii) The pay of an employee shall first be fixed in the new scale at the stage next above his 'present pay' as defined earlier, whether or not it is a stage in the new scale, or at the minimum of the new scale, if such pay is less than the minimum of the new scale; provided however that in the case of an employee whose 'present emoluments' are not less than Rs. 1,100 per mensem no financial benefit shall be allowed at the point of fixation of his pay in the revised scale of pay;

(iv) Thereafter, weightage may be allowed for all employees, other than gazetted officers, at the rate of one increment for every three completed years of service in their present scales of pay, subject to a maximum of four increments; provided that the pay fixed for an employee in the new scale under this rule shall in no case exceed what would have been admissible had he been in service on the new scale from the beginning of his service; and provided further that in no case shall the increase in emoluments be less than

Rs. 5 or more than Rs. 25. In cases where the increase in emoluments under the revised scale has to be limited as proposed, the pay of the employee shall be fixed at a corresponding lower stage and a personal pay, to be absorbed in future increments, should be allowed so as to give the employee a total increase of Rs. 25 only in his emoluments;

(v) In cases where weightage calculated under (iv) above takes the total pay beyond the maximum of the new scale, the pay shall be fixed at the maximum of the new scale;

(vi) Where an employee is granted an increment under (iv) above, only service from the date on which such increment is given shall count for further increments in the new scale;

(vii) An employee who is not eligible for any increment under (iv) above shall be allowed to count service in the existing scale of pay for increments in the revised scale of pay subject to a maximum of one year;

(viii) In cases where the minimum and the maximum of the existing scale and those of the proposed scale happen to be the same, but the rates of increment differ, the scale recommended by the Commission shall be taken as the new scale for purposes of fixation of pay.

8. We have felt that it may be helpful to illustrate the process of fixation of pay in the revised scales of pay with reference to a few hypothetical cases. We have accordingly worked out in Appendix IX the revised pay to be allowed in a few typical cases, illustrating in the process how the principles suggested in the earlier paragraphs are to be applied in fitting the employees in the revised scales of pay.





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PART III.

CHAPTER LXVII.

RETIREMENT BENEFITS.

1. One of the main attractions of service under Government in this country has been the availability of a reasonable provision in retirement. It is not therefore surprising that employees' associations have attached great importance to retirement benefits and have made many suggestions for their improvement.

2. In regard to retirement benefits, the non-industrial employees of the State Government are governed mainly by either the Pension Scheme under the Civil Service Regulations or the Contributory Provident Fund-Pensions Scheme. Employees recruited on contract basis, quite negligible in number, are governed by the Contributory Provident Fund Rules.

3. Under the Pension Scheme, broadly speaking, a Government servant with a minimum qualifying service of 10 years is eligible for a pension on retirement calculated with reference to the formula $N/60 \times \text{average emoluments}$, 'N' denoting the length of qualifying service rendered by him immediately before retirement. The advantage of the pension system is that it assures to the employees a recurring income, however small, on retirement till their death; from the point of view of the Government, it has the advantage of providing an incentive for trained and experienced men to remain in service. The main defect of the pension system, on the other hand, is the total absence of any provision for the family in the event of the Government servant's death in harness or immediately after retirement. The Cabinet Salaries Committee, 1946, which considered the *pros and cons* of the pension system in the light of the views expressed before it by employees' associations felt that there was clear need for modification of the pension system so as to provide for the payment of a lump-sum to the Government servant or his family on retirement or death of the employee. They at the same time considered that the pension system should not be given up completely, as it was necessary to assure a recurring payment to the Government servant on retirement. In their view, by far the best scheme of retirement benefits was the one which combined the features of a pension scheme with those of a Provident Fund Scheme, provision also being made for compulsory insurance of the employees. They felt that, in order to offset the Government's contribution to a Contributory Provident Fund, the pension could be suitably reduced.

4. The Contributory Provident Fund-Pension Scheme was drawn up in pursuance of this recommendation of the Cabinet Salaries Committee and is applicable to all employees who entered service after 1st April 1950. Under this scheme, pension was reduced to one-fourth of the average emoluments. The employee was to contribute a minimum of one anna in the rupee of the basic pay to a Provident Fund to which the Government would also make a contribution of 9 pies in the rupee of the basic pay drawn by the employee from time to time. The employee was also to be compulsorily insured for a certain minimum amount ranging from Rs. 500 to Rs. 5,000 depending upon the pay drawn. The insurance policy could be financed from his own subscription to the Provident Fund. The amount accumulated in the Provident Fund including the Government's contribution thereto was to be paid to the Government employee on retirement.

5. We have reviewed the working of the Contributory Provident Fund-Pension Scheme in the light of representations made before us by the employees' associations, and in the light of the information obtained by us from the Pay and Accounts Officer, who is now in charge of the administration of the scheme. On such a review, we find that the original objects of the Contributory Provident Fund-Pension Scheme have not been realized in full. The provision for compulsory insurance in particular is difficult to enforce in practice, and we understand that there have been many instances in which the policies have been allowed to lapse. The existing rules are not also effective enough to prevent many employees, particularly low-paid employees, from withdrawing almost the whole of their subscription to the Contributory Provident Pension Fund as temporary advances on some pretext or other and such withdrawals in turn seriously reduce the provision available to the family in the event of death or retirement of the employee. We feel that with the cutting of the pension by one half, the Government without additional financial commitment could have made a contribution of $6\frac{1}{2}$ per cent of pay to the Provident Fund, whereas in fact, the Government would appear to have, by way of abundant caution, fixed their contribution at a lower level of 9 pies in the rupee. We feel that this reduction in Government's contribution has whittled down the provision available to the

employees and to their families on retirement or death. Some serious administrative difficulties in the working of the scheme have also been brought to our notice. For one thing, the scheme involving the maintenance of accounts for almost all employees of Government, excepting the Last Grade Servants, entails the employment of staff on a large scale costing nearly Rs. 1.5 lakhs per annum and these establishment charges are bound to grow further as the scheme is progressively extended to cover all employees. The scheme now covers only 40,000 out of over a lakh of Government employees, who would in due course be brought under it. The establishment charges are high in relation to the Government's contribution credited to the accounts of the subscribers. This contribution has been on the following scale in recent years :—

Year.						Amount of Government's contribution under the C.P.P. Fund Scheme.
						RS.
1954-55	..	..	..	..	..	6,82,837
1955-56	..	..	..	..	..	9,55,312
1956-57	..	..	..	..	..	9,58,068
1957-58	..	..	..	..	..	8,73,064
1958-59	..	..	..	..	..	9,81,539
1959-60	..	..	..	..	..	10,25,000

The working of the scheme during the last few years has also disclosed serious defects in the maintenance of accounts and these defects will ultimately entail delays in the sanction of final withdrawals of amount from the Contributory Provident Pension Fund by an employee on retirement. We are therefore convinced that the Contributory Provident Fund-Pension Scheme in its present form is not satisfactory from the point of view of the employees, and that having regard also to the practical difficulties noticed in its working, it should be replaced by a simpler scheme which while avoiding many of the defects of the Contributory Provident Fund-Pension Scheme will at the same time retain its essential feature, namely, assurance of a lump-sum payment to the Government servant or his family on his retirement or death, the necessary resources being found largely by a suitable reduction of pension.

6. The Varadachariar Commission which considered at some length the scheme of retirement benefits of Government servants was of the view that the retirement benefits of public servants should consist of two components, of which one would be a recurring monthly pension payment, and the other an insurance cover, the premia for which would be found by Government, without appreciably increasing its total financial liability for non-effective charges. They felt that it would be possible to provide for such insurance cover for Government employees, if the maximum pension admissible was reduced from 30/60 to 30/80 of average emoluments. On an examination of the recommendations of the Varadachariar Commission, the Government of India modified their pension scheme and the Liberalized Pension Scheme now in force for the employee of the Government of India assures to its employees both a pension and a lump-sum payment on retirement or on death of the employee. Under this scheme, pension is reduced from one-half of the average emoluments to three-eighths of emoluments and in lieu of this reduction, gratuity is provided for. The gratuity is payable either on retirement or on death of the employee provided the employee has put in not less than 5 years of service and is calculated on 9/20th of average emoluments for each completed year of qualifying service subject to a minimum of twelve times his emoluments and a maximum of fifteen times his emoluments. Thus, the family of an employee who has put in, say eight years of service, and whose monthly emoluments at the time of death was Rs. 150 would be entitled to a gratuity of Rs. 1,800. In addition to the above gratuity, the Liberalized Pension Scheme of the Government of India also provides for payment of a pension to the family in the event of death of an employee after he has completed 20 years of qualifying service. This pension is payable for a period of ten years at the rate of one-half of the pension which would have been admissible to him if he had retired on the date following his death, subject to the condition that the payment of pension should not extend beyond a period of five years from the date on which the deceased employee retired or would have retired in the normal course. The family pension is also subject to a minimum of Rs. 30 and a maximum of Rs. 150. Many of the employees' associations have strongly urged before us that the Liberalized Pension Scheme of the Government of India should be extended to the employees of the State Government who are governed by the Pension Scheme or the Contributory Provident Pension Fund Scheme as it assured the employees and their families a recurring monthly payment as well as a lump-sum gratuity on death or on retirement. We wanted to enlist the services of an Actuary to assess the financial effects of the adoption of the Liberalized Pension Scheme in preference to the old Pension Scheme and the Contributory Provident Fund-Pension Scheme. But on account of certain practical

difficulties, it has not been possible for us to secure the advice of an Actuary, though the Government were kind enough to agree in principle to our utilizing the services of an Actuary. On a careful examination of the scheme, however, we find that the additional cost on account of the adoption of the Liberalized Pension Scheme in lieu of the old pension and the Contributory Provident Fund-Pension Schemes cannot be appreciable for the following reasons :—

(i) Pension will be reduced from 30/60 to 30/80 of average emoluments.

(ii) The actual pension plus the pension equivalent of Death-cum-Retirement Gratuity under the Liberalized Pension Scheme of the Government of India is less than the pension under the old Pension Rules. This is so because the amounts of gratuity fixed are less than the commuted value of the difference between the pension under the existing rules and the pension under the Liberalized Pension Scheme of the Government of India.

(iii) There will also be some savings on account of the fact that the maximum pension of 30/80 under the Liberalized Pension Scheme would be reached only after a service of 30 years, whereas a maximum pension of 30/60 could be earned in twenty-five years under the existing rules.

7. We therefore feel that the additional cost to Government, if any, under the Liberalized Pension Scheme of the Government of India would be only on account of payment of gratuity to Government servants, who die in harness or who die after retirement without living for the full period of actuarial expectation of life. But against this additional cost, should be set the savings on compassionate gratuity which is now being paid on a fairly liberal scale to all non-gazetted employees and even to a few gazetted employees in the event of premature death. It should be remembered that the expenditure on account of compassionate gratuities has been on the average about Rs. 2.5 lakhs per annum during the last twelve years as seen from the following table :—

Year.	Compassionate gratuity. (RUPEES IN LAKHS.)
1947-48	2.24
1948-49	2.06
1949-50	2.08
1950-51	2.36
1951-52	2.83
1952-53	3.42
1953-54	2.64
1954-55	2.47
1955-56	2.53
1956-57	3.12
1957-58	2.25
1958-59 (Revised Estimate)	2.38
1959-60 (Budget Estimate)	2.38

8. We also enquired of the Government of India whether they had made any assessment of the cost before introducing the Liberalized Pension Scheme, and we understand that the additional cost on the adoption of the Liberalized Pension Scheme in relation to the old Pension Scheme was assessed at approximately 10 per cent of the annual pension bill. It may therefore be safely assumed that the additional cost on account of the adoption of this scheme by the State Government would also not exceed 10 per cent of the pension bill of the State Government and should therefore be well within the resources of the State Government.

9. We would therefore strongly urge that the Liberalized Pension Scheme of the Government of India, as may be modified by them from time to time, may be extended to all the non-industrial employees of State Government, who are now governed either by the Pension Scheme under the Civil Services Regulations or the Contributory Provident Fund-Pension Scheme. Under the Government of India Scheme, the family pension, payable under certain circumstances, is subject to a minimum of Rs. 30 per mensem. We do not suggest any such minimum limit. The acceptance of the Liberalized Pension Scheme has the incidental advantage of assuring the employees of State Government parity in respect of retirement benefits with the employees of the Government of India as was the case prior to 1950.

10. The chief merit of the Contributory Provident Fund-Pension Scheme is that it casts a measure of responsibility also on the Government servant to make some provision for his family. We are anxious that even when it is replaced by the Liberalized

Pension Scheme, the responsibility of the Government servant towards his family should continue to be stressed. We have therefore considered whether following the recommendations of the Second Central Pay Commission, we could also suggest a scheme of compulsory subscription to a Provident Fund in respect of all non-industrial employees of the State Government. We however find that the last grade servants are even now not governed by the Contributory Provident Fund-Pension Scheme and have not thus acquired the habit of making systematic saving for their families. It may perhaps cause them a little hardship if compulsory contribution towards a Provident Fund is to be insisted on in their case; no such difficulties would however arise in respect of employees whose total emoluments will be Rs. 100 and above. We therefore suggest that all employees in receipt of emoluments of Rs. 100 and above should be required compulsorily to contribute to a Provident Fund at $6\frac{1}{4}$ per cent of their emoluments; this will supplement for the Government servant's family the provision available under the Liberalised Pension Scheme recommended for adoption. For those with total emoluments of less than Rs. 100 contribution towards Provident Fund should be optional. We have no doubt that the service associations of these employees would take the initiative in popularising a scheme of voluntary savings through contribution to Provident Fund.

11. We consider below some of the other important issues relating to the determination of retirement benefits that were raised before us or came to our notice in the course of our examination of the problem. The pension admissible to a Government servant is related to the length of his qualifying service and the average of emoluments drawn during the last three years in his service. The minimum qualifying service required for pension is 10 years in the case of Government servants in superior service and 20 years in the case of those in inferior service. The amount of pension is generally reckoned at $1/60$ th of average emoluments for each completed year of service, subject to a limit of $30/60$ of average emoluments. But in the case of an officer retiring on superannuation, the formula is liberalised to the extent of allowing full pension for a qualifying service of 25 years and more. Generally, service has been treated as qualifying for pension only if it had been rendered in a substantive capacity in a permanent post. But under conditions created by the war certain establishments had to be continued on a temporary basis for a long time with the result that a large number of Government servants had to retire on comparatively low rates of pension, as a large portion of their service was treated as "non-qualifying". In order to mitigate the hardship caused to Government servants in such circumstances, the Government amended the rule so as to permit temporary and officiating service rendered by a Government servant in a regular capacity, less a period of five years of service, to qualify for pension provided such service was followed without interruption by qualifying service. This new rule has already gone a long way towards mitigating the hardships arising from the total rejection of temporary and officiating service as "non-qualifying" for purpose of pension. Many associations of employees, particularly those belonging to technical departments like the Public Works Department where the proportion of temporary establishment is large, have urged that all temporary and officiating service should count in full in the determination of pension. On a similar demand by employees of the Government of India, the Second Central Pay Commission has recommended that all temporary service followed by permanent service whether in the same post or any other, should count for pension in full and the Government of India have accepted the recommendation. The request of the employees does not involve acceptance of any new principle but only calls for a further liberalisation of the principle already accepted by the Government. Further, it does not appear to us to be fair to deduct arbitrarily a period of five years from temporary service, even if an employee is eventually confirmed in a permanent post before retirement. We therefore suggest that all continuous temporary service rendered in a regular capacity should count in full for pension provided it is followed by permanency in the same or any other post.

12. We have another suggestion to make in regard to the computation of qualifying service. The rules as they stand at present do not admit of fractions of an year being taken into account in the calculation of pension admissible to a Government servant. The Second Central Pay Commission has recommended that when the total period of qualifying service exceeds completed years by more than six months an additional benefit of one half an year's pension may be allowed for the purpose of determining the quantum of pension. The Government of India have accepted this recommendation subject to the modification that the additional benefit will be allowed even when the total period of qualifying service exceeds exactly six months, and that benefit will be allowed also in respect of gratuity. We recommend that the rules in regard to calculation of pension for employees of State Government may also be liberalised on the same lines.

13. It has been urged before us strongly by some of the employees associations that pension should be related to the actual emoluments drawn during the twelve months immediately preceding the retirement without any distinction being drawn between

substantive pay and officiating pay as at present. Under the rules as they stood prior to 1948, the amount of pension is ordinarily determined in relation to the average emoluments drawn by a Government servant during the last three years of his service in a substantive capacity in a permanent post. The emoluments drawn in an officiating capacity or in a temporary post were not normally taken into account in the calculation of average emoluments for the purpose of pension. Due to the abnormal conditions created during the war and post-war period, a large number of Government servants with substantive appointments in lower categories secured opportunities of officiating in higher posts and on retirement their pension determined on the basis of substantive pay was unduly low in relation to the officiating pay they drew at the time of retirement. The drop in emoluments was so serious as to affect the morale of a large class of Government servants. The Government therefore in 1948 liberalised the rules so as to permit officiating emoluments drawn during the last three years of a Government servant's career to be taken into account for calculation of his pension subject to the following conditions :—

(i) The increase in pension secured thereby should not exceed one-third of the pension strictly admissible under the rules.

(ii) The Government servants should have continuously officiated in the higher post and drawn the higher officiating pay for a minimum of two years at the time of his retirement.

(iii) His appointment to the officiating post should not have been made under emergency provisions.

This liberalised rule was to remain in force initially for a period of ten years, but its operation has since been extended up to the end of 1962.

14. The existing rules relating pension to the average of emoluments drawn during the last three years of service do not require any change. As the Second Central Pay Commission has observed the calculation of pension should not be merely influenced by short vacancies and postings as might well happen if pension is to be calculated at the emoluments drawn at the time of retirement or over a short period such as twelve months preceding retirement. We however consider that, as proposed by the Second Central Pay Commission and accepted by the Government of India in respect of their employees in the calculation of average emoluments officiating pay, that is, the difference between the substantive pay and the pay actually drawn in a higher officiating appointment might be counted to the extent of one-half in every case, without the present restrictions, namely, that the officiating post should have been held for not less than two years and that the increase in pension should not exceed one-third of the pension calculated on the basis of substantive emoluments alone. The suggestion made by us will not only simplify the calculation of pension, but will also be of considerable benefit to persons securing promotion to higher posts at the fag-end of their service. This suggestion together with the merger of the bulk of dearness allowance with pay should result in substantial improvement in the retirement benefits of a large class of employees, and we do not see any need for further liberalisation of the provisions relating to calculation of average emoluments for determination of pension.

15. We have carefully examined the request made by some of the associations that dearness allowance drawn by Government servants should also be taken into account in the determination of pension. There may be some justification for this request in the present circumstances in which the allocation of emoluments as between pay and dearness allowance is rather arbitrary, and dearness allowance itself constitutes a large proportion of total emoluments. But with the merger of the bulk or the whole of dearness allowance with pay and the redetermination of dearness allowance on a scientific basis, the request for taking dearness allowance also into account in the determination of pension cannot be sustained. Dearness allowance is the variable element in the remuneration of a Government servant and should not therefore determine the quantum of pension which is not so variable.

16. Some of the officers' associations have represented that the existing maximum limit on ordinary pension, namely, Rs. 5,000, should be raised, as officers on retirement are not able to maintain the standard of comfort to which they had been accustomed during service. The number of persons in State Service affected by this restriction will be very few, and we feel reluctant to extend additional benefits to the higher paid officers. We do not therefore recommend any enhancement of the present ceiling on ordinary pension.

17. Our attention has been drawn to the hardship experienced by employees with higher technical, scientific or legal qualifications entering Government service generally above the age of twenty-five. For some of the posts under Government, high scientific or technical qualifications or previous experience in a particular profession have been prescribed as essential qualifications. In all these cases, the recruitment will generally be made from persons of a higher age group. It has been urged before us that all such employees who might be recruited above the age of twenty-five should be allowed to add to their qualifying service for superannuation pension the actual period not exceeding five years by which their age at the time of recruitment might exceed twenty-five years. There was a provision under the Civil Service Regulations for allowing such employees to add to their qualifying service the actual period not exceeding five years by which their age at the time of recruitment exceeded twenty-five years, provided the actual qualifying service at the time of superannuation was not less than ten years. This concession of 'added years' was withdrawn in 1948 largely on the ground that a similar concession in force in respect of Government of India employees had been withdrawn by the Central Government. The withdrawal of this concession of 'added years' would appear to have affected mostly members of the judicial and medical services. The Second Central Pay Commission which considered this question have recommended that in view of the dearth of scientific and technical personnel and the need to attract them into Government service, the original concession of adding a certain number of years of qualifying service for purpose of determination of pension might be revived. They have recommended that the concession should be allowed only on the attainment of the age of superannuation and that the qualifying service should be one-fourth of the actual length of service subject to a limit of five years in all. The need for employment of technical and scientific personnel in the various departments of the Government for the implementation of the Plan schemes is steadily on the increase and it is necessary to assure such scientific and technical personnel adequate retirement benefits. We would therefore recommend the revival of the concession of 'added years' subject to the conditions stipulated by the Second Central Pay Commission. We would suggest that this concession should be extended to holders of scientific and technical posts with research and post-graduates qualification, and also to categories such as doctors and judicial officers who enter Government service above the age of twenty-five.

18. The Engineers in the Highways Department have represented that they should also be admitted to the special retirement benefits enjoyed by the Engineers in the Public Works Department. The former District Board Engineers taken over by the Highways Department in 1946 were admitted to the Government's Pension Scheme as a special case. Under these orders the Engineers of the Highways Department are eligible for pension under the ordinary pension rules. But they do not however get the special benefits available to Engineers of the Public Works Department, namely, (i) option to retire from service after a qualifying service of twenty-five years as against retirement after thirty years of service which is the normal rule and (ii) eligibility for pension up to a maximum of Rs. 6,000 per annum as against Rs. 5,000 otherwise admissible. It may be mentioned that the special benefits are applicable only to officers of Public Works Department who entered service prior to October 1938, and none of the Engineers of the Highways Department was in service of the Government prior to that date. The District Board Engineers taken over by the Highways Department have already been treated liberally in that they have been permitted to take their service under the District Board also as one qualifying for pension. We do not therefore recommend any further liberalization of the rules in regard to determination of pension of Engineers in the Highways Department.

19. We shall now deal with certain grievances of a section of Panchayat Officers and the Municipal Commissioners in regard to their admission to the benefits of the Pension Scheme.

20. The posts of District and Deputy Panchayat Officers were provincialized with effect from 1st April 1951. Likewise, the posts of Municipal Commissioners were provincialized with effect from 1st January 1956. While absorbing the incumbents of these posts in Government service, such of those as were governed by the Pension Scheme under the local bodies were allowed to continue on the same scheme under the Government also. Among those other officers who were governed by the Provident Fund Scheme, officers who had put in more than ten years of service on the dates of provincialization were brought under the Contributory Provident Fund Scheme under the Government while those with less than ten years of service on those dates were given the option either to remain under the Contributory Provident Fund Scheme or to come over to the Contributory Provident Fund-Pension Insurance Scheme. It has been urged before us that several of the senior officers who had put in more than ten years of service on the crucial dates have thus lost the opportunity of opting for the Contributory Provident Fund-Pension Insurance Scheme and that they should also be permitted to come on to the Contributory Provident Pension Fund Scheme. We find that a more or less similar restriction

which had previously been imposed in the case of engineering staff in the Highways Department has since been removed, and that all of them have been admitted to the Pension Scheme subject to certain conditions regarding the surrender of the Government contribution to the Contributory Provident Fund and of the district board bonus payable to them. As the case of District and Deputy Panchayat Officers and Municipal Commissioners is not different in essentials from that of the engineering staff taken over by the Highways Department, we recommend that they may also be given the option to change-over to the Pension Scheme subject to the same conditions as have been imposed in respect of the officers of the Highways Department.

21. *Retirement benefits for Industrial Employees.*—We have hitherto examined the scheme of retirement benefits appropriate for non-industrial employees; it is necessary now to consider and suggest an appropriate pattern of retirement benefits for Industrial Employees. By the term 'Industrial Employees' we mean workers employed in Government Industrial Establishments to which the provisions of the Factories Act are applicable. The Government Press, the Public Works Workshops, the Highways Central Workshop, the Industrial Engineering Workshop and the State Transport Department including the Central Workshop at Chromepet are among the more important of such industrial undertakings. The industrial workers in these establishments are now governed by different schemes of retirement benefits as will be clear from the statement below :—

Name of the Industrial Establishment. (1)	Scheme of retirement benefits in force. (2)
Government Press and Stationery Stores	.. (i) Ordinary pension under the Civil Service Regulations with option to subscribe to General Provident Fund; or (ii) Contributory Provident Fund Pension Scheme.
Public Works Workshops	Contributory Provident Fund Scheme.
Industrial Engineering Workshop	Do.
Highways Central Workshop	Do.
State Transport Department including the Central Workshop at Chromepet.	Gratuity.

It will be seen that while the workers in Government Press have been allowed retirement benefits on the same scale as other non-Industrial employees of the Government, the other industrial employee workers are governed generally either by Contributory Provident Fund Scheme or a scheme of gratuity. There is thus already a distinction in respect of retirement benefits between industrial and non-industrial workers. The first important issue that arises for consideration is whether such a distinction should be maintained. There is no unanimity of opinion among the representatives of the industrial workers themselves about the scheme of retirement benefits best suited to them. While some of the workers' organizations have expressed a preference for a Pension Scheme on the same lines as applicable to non-industrial employees many others have expressed themselves in favour of a Contributory Provident Fund Scheme. In support of the scheme of Contributory Provident Fund, it has been urged that workers generally retire at an advanced age and in view of the strenuous life they lead, do not live any considerable length of time after retirement; assurance of a lumpsum at the time of retirement would therefore be more beneficial to them than a scheme of pension the enjoyment of which will be uncertain for a large number of workers. While the age-limit for recruitment of non-industrial employees is fixed at a fairly low level and is also strictly enforced, it is not uncommon for industrial employees to be recruited even at an advanced age. The industrial employees have also to serve on a temporary basis for a longer period than the non-industrial employees before they secure confirmation if at all. A Pension Scheme may not, therefore, be as beneficial to the industrial employees as may appear at first sight. Even otherwise, we think that the retirement benefits available to industrial workers in Government undertakings should approximate to those applicable to workers in the private sector. The scheme of retirement benefits in force in Industrial Employment outside the Government is generally the Contributory Provident Fund Scheme; this is also the scheme laid down in the Employees' Provident Fund Act, 1952, which has already been extended to large number of industries. We therefore consider that a scheme of Contributory Provident Fund would be the most appropriate form of making provision for workers in retirement. We are aware that the Study Group on Social Security (1958) set up by the Ministry of Labour, Government of India, has recommended a Statutory Pension Scheme for industrial workers, providing for invalidity, survivorship and pension-cum-gratuity benefits. But these proposals have not yet been accepted by the Government and till they are accepted and necessary legislation enacted, the scheme of retirement benefits proposed by us should suffice.

22. Under the Contributory Provident Fund Scheme now applicable to some classes of workers such as those in Public Works Workshops, Industrial Engineering Workshop, etc., every worker is required to subscribe compulsorily at not less than 6½ per cent of his pay to a Provident Fund to which the Government also makes a contribution of 6½ per cent of the pay of the worker. The Government also pay interest on the amount at the credit of the subscriber at the rates fixed from time to time. Under this scheme, however, the workers' contribution as well as the Government's contribution are fixed only in relation to pay, and the dearness allowance which now constitutes a significant proportion of the total emoluments is not taken into account. Further, only those workers whose services have been regularised and who have put in a minimum service of five years are eligible for admission to the Contributory Provident Fund.

23. The scheme contemplated under the Employees' Provident Fund Act, 1952, however, is applicable to all employees in industrial establishments, who draw a pay of Rs. 500 or less and have put in a service of 240 days within two years. The scheme does not make any distinction between permanent, temporary or casual employees. Under that scheme, the employer's contribution is related not merely to basic wages but also the dearness allowance of the employees whose contribution is also fixed in relation to total emoluments. The retirement benefits contemplated under the Employees' Provident Fund Act are therefore on a more liberal scale than that available to the workers under the present Contributory Provident Fund Rules. We consider that it is necessary to assure the workers in Government industrial undertakings parity in respect of retirement benefits with workers in private industrial undertakings, and we therefore suggest that the Contributory Provident Fund Rules now in force should be recast in accordance with the requirements of the Employees' Provident Fund Act and the scheme so recast should be applied to all workers in Government industrial undertakings. With the merger of the bulk of dearness allowance with pay, Government's contribution under the Contributory Provident Fund Scheme, even in its present form, will increase substantially and the additional cost on account of recasting the scheme on the lines of the scheme contemplated in the Employees' Provident Fund Act cannot therefore be appreciable. In any case, the Employees' Provident Fund Act does not contemplate any exemption in respect of industrial establishments under the Government, except under certain special circumstances laid down in section 17 (i) of the Act. The Government can exercise the powers conferred under this section only if they are satisfied that the benefits applicable to any class of workers are not less favourable than those contemplated under the Employees' Provident Fund Scheme. As we have pointed out already, the existing Contributory Provident Fund Scheme is less liberal than the one envisaged in the Employees' Provident Fund Act and it may not be proper for the Government to invoke the powers vested in them under section 17 (i) and exempt their own industrial undertakings.

24. We suggest therefore that the Contributory Provident Fund Scheme recast on the lines of the Employees' Provident Fund Scheme should be made applicable to other new Government industrial undertakings also from the outset, as it is only a question of time before the Employees' Provident Fund Act is extended to cover all industrial establishments. It may, in fact, be more economical in the long run to admit all workers in Government Industrial undertakings to Contributory Provident Fund Scheme even from the outset as otherwise, there is the risk that some retirement benefits of an *ad hoc* nature may be improvised and applied to them, as has happened in the Transport Department rendering it difficult for the Government to withdraw them later when the Employees' Provident Fund Act is statutorily extended to such industrial establishments.

25. The scheme contemplated under the Employees' Provident Fund Act will, however, have to be adapted in two important respects in its application to Government industrial workers. We understand that all Provident Fund accumulations of the workers are required to be invested in Central Government securities only. This stipulation has been made obviously with a view to protect the savings of workers and provide for their safe investment. As investment with State Government will be equally safe, we suggest that the stipulation regarding investment in Central Government securities may be waived in the case of Government industrial workers, and that the State Government may continue to hold in deposit the Provident Fund accumulations of their industrial workers. The scheme under the Employees' Provident Fund Act also requires that a Board of Trustees should be constituted with an equal number of representatives of employees and employers for the administration and management of the Provident Fund. In respect of Government industrial workers, we suggest that the management of the Provident Fund may be with the Accountant-General or with the Pay and Accounts Officer as may be decided with reference to administrative convenience; the object for which a Board of Trustees is constituted in a private Industrial Establishment will be achieved, if in each Government Industrial Unit to which the scheme is extended, suitable arrangements are made for the scrutiny of the individual accounts of the members with reference to the statements furnished by the Accounts Organisation and for the prompt reconciliation of discrepancies.

An Advisory Committee with representatives of labour may also be constituted for each of the workshops to review the working of the scheme and for bringing to the notice of the authorities any defects in the maintenance of accounts.

26. There should be no difficulty in applying the Contributory Provident Fund Scheme with the modifications proposed by us to the Public Works Workshops, the Industrial Engineering Workshop and the Highways Central Workshop, as even now the workers do not get any additional benefits other than those contemplated under the Contributory Provident Fund Scheme. The workers in the Government Press are now enjoying retirement benefits on the same scale as other non-industrial employees; we suggest that the existing workers should be given the option of continuing under the existing scheme or coming over to the Contributory Provident Fund Scheme proposed by us. For new workers in the Government Press, however, no such option need be given and the revised Contributory Provident Fund Scheme may from the outset be applied to them. We understand from a memorandum presented to us by the Industries, Labour and Co-operation Department that a comparative assessment of the benefits available under the Ordinary Pension Scheme and the Contributory Provident Fund Scheme on the one hand and the Employees' Provident Fund on the other has recently been made by the Government, and the conclusion has been reached that the benefits under the Ordinary Pension Scheme are not less favourable than those available to the workers under the Employees' Provident Fund Scheme. The Government may therefore invoke the powers under section 17 (i) of the Employees' Provident Fund Act and exempt the workers governed by the Pension Schemes from the operation of the Contributory Provident Fund Scheme proposed by us if they choose to continue under the Pension Scheme. Even as regards the workers governed by the Contributory Provident Fund Pension Scheme, with the merger of the bulk of the dearness allowance with pay, the scale of benefits available to the workers will not be less liberal than that available under the Contributory Provident Fund Scheme and the Government should therefore have no legal difficulties in exempting this class of workers also from the operation of the Contributory Provident Fund Scheme, if they choose to continue under the Contributory Provident Fund Pension Scheme.

27. To sum up, with the acceptance of the suggestions, the two main schemes of retirement benefits in force would be—(1) Liberalised Pension Scheme on the lines of the Government of India Scheme for the non-industrial employees and (2) a Contributory Provident Fund Scheme on the lines of the Employees' Provident Fund Scheme for all industrial workers.

28. *Other Non-Pensionable Servants.*—All persons at present in non-pensionable service, members of work-charged establishments, and employees paid from contingencies and persons, who, having rendered service in a non-pensionable establishment, retire or are invalided from service in a pensionable post before rendering sufficient service to earn a pension and persons who rendered service of more than five years entirely in pensionable establishments, but are not eligible for pension, are now eligible for gratuity in accordance with the Madras Retiring and Invalid Gratuities (Non-Pensionable Establishment) Rules, 1941. We have already proposed that the Liberalized Pension Scheme of the Government of India should be applied to all regular employees of Government and the Contributory Provident Fund Scheme to all industrial workers, whether work-charged or provincialised. When our suggestions are accepted, the Madras Retiring and Invalid Gratuities Rules will cover only the contingent staff working in Government offices such as Masalchis, Sweepers, etc. The scale of retirement benefits provided under the Madras Retiring and Invalid Gratuities Rules would appear to be adequate for this class of employees. We have proposed elsewhere that a review of the existing contingent establishments should be made and such of those establishments as have been in existence for a long time and may be required for the normal working of the department should be progressively regularized and placed on time-scales of pay. When they are so regularized, they would get retirement benefits on the same scale as other Government servants. The only direction in which the Madras Retiring and Invalid Gratuities (Non-Pensionable Establishment) Rules, 1941, can possibly be liberalized may be towards providing for some measure of relief for employees who have put in a service of less than five years; but, even here, we feel that it is desirable to insist upon a certain minimum of service before an employee is considered eligible for payment of gratuity and the present limit of five years' service cannot be considered to be unreasonable. We do not therefore propose any changes in the Madras Retiring and Invalid Gratuities (Non-Pensionable Establishment) Rules, 1941.

29. *Age of Superannuation.*—Another important issue relating to retirement benefits, is whether any change is called for in the present rules relating to the age of superannuation. The normal age of superannuation for superior Government servants is 55 years, while for last grade Government servants the age of superannuation is 60 years. Some of the Employees' Associations, such as the Madras Secretariat Officers' Association and the Indian Officers' Association, have suggested that the age of superannuation may be raised to 60 for all services. It will be recalled that the Second Central Pay Commission had

recommended raising the age of superannuation to 58 years for all classes of public servants. The Government of India however did not accept this recommendation and in taking their decision, the Government of India were influenced by “ (i) the adverse effects which raising the retirement age would have on the employment opportunities available to educated young men and women in the immediate future on account of the continuance in service for three more years of persons who will otherwise retire from service and (ii) the adverse consequences of the retention of inefficient persons beyond the age of 55 ”. The reasons given by the Government of India are, in our opinion, valid and we do not, therefore, recommend any change in the present age-limit for retirement. It will be open to the Government, of course, to re-employ scientific and technical personnel whose services may be in short supply and may be required for the implementation of the various schemes of development.

30. The terms of reference of the Commission do not specifically require it to consider the case of pensioners. Pensioners are not ‘employees’ of the Government whose emoluments are alone the subject-matter of our enquiry. It has however been strongly urged before us by the Indian Officers’ Association as well as the Retired Officials’ Association, a registered body with membership open to retired officials of all grades, that pensioners have been hit hard by the rise in the cost of living and that the Commission should recommend some measure of relief to them. It was represented that urgent relief was needed particularly for those drawing a pension of Rs. 200 and below. We sympathise with the lot of the pensioners as they are the people worst hit by the rise in the cost of living. The Government have already recognized the need for giving some measure of relief to pensioners and have allowed a temporary increase of Rs. 6 to all pensioners drawing a pension up to Rs. 100 per mensem with marginal adjustment for those drawing a pension between Rs. 100 and Rs. 105. There are about 19,400 pensioners drawing a pension of Rs. 200 and below per mensem as shown below :—

Pension range.	Number of pensioners.
Up to Rs. 25	11,774
Rs. 26 to Rs. 50 per mensem	3,988
Rs. 51 to Rs. 100 per mensem	2,269
Rs. 101 to Rs. 150 per mensem	974
Rs. 151 to Rs. 200 per mensem	389
Total ..	19,394

Though the Government are not obliged to sanction any increase in the pensions of those already retired, as a gesture and in recognition of the difficulties of the pensioners in these inflationary times, we would suggest for the favourable consideration of the Government, the enhancement of the temporary increase from Rs. 6 to Rs. 10 for all pensioners drawing a pension up to Rs. 100, together with marginal adjustments for those drawing pensions of between Rs. 100 and Rs. 109. Even this concession will mean an additional expenditure of Rs. 8.65 lakhs. In view of the financial implications of our other proposals for revision of scales of pay, merger of dearness allowance and improvement of retirement benefits for people now in service, we do not consider any further measure of assistance to be necessary for the pensioners. It may be pointed out here that, with the merger of the bulk of dearness allowance with pay, the retirement benefits of the employees who retire hereafter would improve substantially and the benefit of temporary increase need not therefore be extended to such pensioners.

31. We have examined the scheme of pension recently introduced for teachers under local bodies and aided institutions and do not consider any change to be necessary except on one point in respect of B.Ts. At present B.Ts. under local bodies and aided institutions get the benefit of a Contributory Provident Fund Scheme as well a pension which is however subject to a maximum ceiling of Rs. 30. We have recommended elsewhere in our report that the Liberalised Pension Scheme of the Government of India may be adopted for the Government servants in this State. We have also recommended elsewhere the merger of an appreciable portion of the dearness allowance with pay. Thus the sum total of retirement benefits available to B.Ts. under Government will be appreciably larger than those available to B.Ts. under other agencies. We consider that the conditions of service of all teachers should be equalised as far as possible. The existing ceiling on pension admissible to B.Ts. in local bodies and aided institutions has obviously been fixed with reference to the existing scales of pay excluding dearness allowance. We therefore feel that consistent with our recommendations in favour of higher scales of pay and the merger of the bulk of dearness allowance with pay the present ceiling on the pension for B.Ts. in local bodies and aided institutions should also be suitably raised.

CHAPTER LXVIII.

HOUSE RENT ALLOWANCE.

1. House rent constitutes an important element in the cost of living of Government employees and is therefore a factor to be taken into account in the determination of their emoluments. The Government have not explicitly assumed any obligation to provide housing facilities to all their employees nor has any such obligation been cast statutorily on employers in the private sector except in certain special cases like plantations. But, in recent years, with the growth of population and industrialisation, the levels of house rent, particularly in the City and in the municipal areas where a large number of Government offices are concentrated, have registered a steep increase and the Government have felt obliged to recognize the difficulties of certain sections of their employees. The two schemes of House Rent Allowance now in force, namely, the Madras House Allowance Scheme and the Madras House Rent Allowance Scheme are based on this recognition.

2. Of these, the Madras House Allowance has been in force for a longer time and applies only to the Madras City. It is applicable to all Government servants, gazetted as well as non-gazetted, who draw pay exceeding Rs. 150 in a scale which is in force both in the City and in the mufassal and who are borne on a cadre the members of which are liable to be employed in Madras City and in the mufassal or who, though not liable to be employed in the mufassal, draw pay in a scale which is in force in mufassal for posts with which duties are comparable. The allowance payable under the scheme is restricted to the amount of house rent paid in excess of 10 per cent of pay in respect of an unfurnished house, or 12½ per cent of pay in respect of furnished house, and is further subject to a ceiling fixed separately for different grades of employees, the ceiling being Rs. 50 for most of the gazetted officers and Rs. 25 for non-gazetted employees.

3. The Madras House Rent Allowance Scheme, which was later in origin, is in force in Madras City as well as in many of the towns in the mufassal, but is applicable, however, only to Government servants drawing pay not exceeding Rs. 150. This scheme was introduced in pursuance of the recommendations of the Cabinet Salaries Committee (1946), which felt that having regard to the abnormal increase in house rent, both in the City and in other important towns, all low-paid Government servants serving in the City as well as municipal towns with a population of 50,000 and above should be given a House Rent Allowance and that the Presidency Allowance which was previously granted to last grade servants in the City might be abolished. On their recommendation, House Rent Allowance was granted to Government servants up to a pay limit of Rs. 80 per mensem. Subsequently, the rate and pay limit were revised and the scheme was extended to other places such as Divisional Headquarters and Taluk Headquarters as well. The statement below shows the present position in regard to House Rent Allowance :—

Pay limit.	House Rent Allowance admissible.
I	
MADRAS CITY.	
	RS.
On a pay of less than Rs. 40	7
On Rs. 40—80	9
On Rs. 81—100	12
On Rs. 101—150	Ten per cent of pay subject to a minimum of Rs. 10 plus Rs. 2.
II	
CERTAIN BIGGER MUNICIPALITIES.	
On a pay of less than Rs. 40	5
On Rs. Rs. 40—80	7
On Rs. 81—100	9
On Rs. 101—150	12
III	
OTHER MUNICIPALITIES, DIVISIONAL HEADQUARTERS AND TALUK HEADQUARTERS TOWNS.	
On a pay of less than Rs. 40	} 3
On Rs. 40—80	
On Rs. 80—100	
On Rs. 101—150	

4. Besides, some classes of Government servants such as Superintendents of Central Jails, Warders of the Jail Department, Sub-Inspectors of Police, Sergeants of the Police Department, Deputy Superintendents and Inspectors of the Criminal Investigation Department and Wardens of Hostels are provided with rent-free quarters or reimbursement in full the rent paid by them subject to certain limits.

5. Before we examine some of the more specific requests for extension or liberalisation of the Madras House Allowance Scheme and the Madras House Rent Allowance Scheme, we should like to stress two points of general interest. A House Rent Allowance, except in cases where the Government have, as a measure of policy, chosen to provide rent-free quarters, is intended to reimburse an employee not the full amount of rent paid by him, but only the amount in excess of a reasonable proportion of his pay. Secondly, the sharp rise in levels of house rent in recent years is already reflected to a large extent in the cost of living index, and therefore the dearness allowance the bulk of which we propose merging with basic pay includes an element of compensation for the rise in house rents as well. The requests for enhancement of House Rent Allowance should, therefore, be examined against this background.

6. As regards Madras House Allowance, it has been represented to us that in view of the prevailing shortage of housing accommodation and the high level of rent in the City, the scheme should be made applicable to all officers serving in the City and not merely to those who may be borne on cadres common to the City and the mufassal or who may be on a mufassal scale of pay. It has also been urged that the scheme should be extended to the more important municipal towns like Coimbatore, Madurai and Tiruchirappalli, where the problem of housing is alleged to be no less acute than in the City.

7. The Madras House Allowance Scheme is based on the principle that the scales of pay for posts exclusive to the City have already been fixed at a somewhat higher level with due regard to the higher cost of living in the City and therefore no additional compensation is necessary for such posts in respect of house rent alone. Further, an employee serving in the City and not liable for transfer outside is more favourably placed than another who comes to the City on transfer from the mufassal and therefore some special concession to this latter class of employees might be justified. It is therefore necessary to continue the Madras House Allowance Scheme in its present form for all employees who are now eligible for it; but in view of the new scales proposed by us, we suggest that the limit for eligibility of Madras House Allowance for non-gazetted employees might be raised to Rs. 200. On grounds of economy, we do not, however, recommend the extension of the Madras House Allowance Scheme to other employees who are not eligible for it at present. We have however proposed later in this Chapter, a liberalization of the Madras House Rent Allowance Scheme, and we expect that this would provide relief to a larger number of employees serving in the City. A request was made to us that the Madras House Allowance Scheme should be extended to important municipal towns like Coimbatore, Madurai and Tiruchirappalli. The Madras House Allowance Scheme by its definition can apply only to the City and it is therefore incongruous to speak of its extension to other areas outside the City. What the Service Associations have in view is evidently a scheme for reimbursement of rent paid in excess of certain reasonable limits on the lines of the scheme now in force in the Madras City. The formulation of any such scheme should, in our view, be preceded by a comprehensive survey of the levels of rent paid by the different grades of Government employees in the bigger municipalities referred to above. We have ourselves collected some figures of house rent paid by Government employees in these towns from the Collectors; but the data collected by us are not comprehensive enough for any firm conclusions to be reached on the need for a scheme of House Rent Allowance analogous to the Madras House Allowance for these bigger municipalities. In view, however, of the widespread demand for a measure of relief in respect of house rent for the Government employees serving in the bigger municipalities of Coimbatore, Madurai and Tiruchirappalli, we suggest that Government may undertake a survey of the levels of rent paid by the different classes of Government employees in these towns and take a decision on this question on merits. Pending such a decision, we do not propose any changes in the present grouping of areas outside the City for purpose of House Rent Allowance.

8. The employees' associations have asked for further liberalization of the Madras House Rent Allowance Scheme. Their main demands are that the scheme should be extended to all non-gazetted employees irrespective of pay and that the rates should be revised. In the Madras City the employees of the Central Government, gazetted as well as non-gazetted, get a House Rent Allowance whereas under the rules in force in this State only employees drawing a pay of Rs. 150 and below are granted House Rent Allowance. We have therefore examined whether the Madras House Rent Allowance Scheme so far as applicable to employees serving in the City can be brought in line with the rates applicable to Central Government employees. We feel that it is not necessary to extend the House

Rent Allowance to all employees, gazetted and non-gazetted, serving in the City, particularly in view of the other benefits which they get under our proposals and having regard to the financial position of the State. We however feel that relief in respect of house rent should be afforded to all the lower-paid employees of the State Government and in this view, we suggest the extension of the Madras House Rent Allowance Scheme to all employees drawing a pay of not more than Rs. 500 in the new scales with marginal adjustments for those who draw pay above that limit. This would, in effect, mean the extension of the Madras House Rent Allowance Scheme to all non-gazetted Government servants and also junior gazetted officers. Such of these officers as are however eligible for the Madras House Allowance will have the option of remaining on that scheme, if it is more advantageous to them.

9. As regards the rates at which House Rent Allowance should be sanctioned, it will be recalled that during the last twelve years the main demand of the State Government employees has been for parity with Central Government employees in respect of scales of pay, dearness allowance and other allowances. We have indicated elsewhere that some measure of disparity between State Government and Central Government employees is inevitable, but that the present disparities should be reduced as far as practicable. This objective can be achieved to a certain extent, if the rates of House Rent Allowance of State Government employees are stepped up approximately to the level of the Central Government employees, subject to certain modifications. Under the structure of House Rent Allowance proposed by the Second Central Pay Commission, the employees of the Central Government in Madras City will be entitled to House Rent Allowance at the following rates :—

Pay limit.	House Rent Allowance.
Rs. 200 and above	7½ per cent of pay.
Rs. 100 and above but below Rs. 200	Rs. 15.00
Rs. 75 and above but below Rs. 100	Rs. 10.00
Below Rs. 75	Rs. 7.50

Keeping this in view and with due regard to the scales of pay proposed by us for different grades of employees, we suggest that the House Rent Allowance Scheme should be liberalized as follows for employees serving in the City :—

Pay limit.	House Rent Allowance proposed.
	RS.
(i) For all employees getting below Rs. 90 in the new scale.	10
(ii) For all employees on a pay of Rs. 90 and above but below Rs. 300 in the new scale.	15
(iii) For all employees on a pay of Rs. 300 and above, but not exceeding Rs. 500 in the new scale.	20

It will be seen that the House Rent Allowance proposed by us for employees in the lower salaried groups below Rs. 90 is more liberal than that proposed by the Second Central Pay Commission. We feel that in view of the high level of rent in the City and also of the fact that the State Government employees are not eligible for any additional City Compensatory Allowance, unlike Central Government employees, a higher House Rent Allowance than applicable to Central Government employees of comparable grades would be justified in respect of lower salaried groups mentioned above.

10. Central Government employees serving in the mufassal towns in this State do not now get any House Rent Allowance, whereas non-gazetted employees of the State Government drawing pay up to Rs. 150 are getting a House Rent Allowance; this House Rent Allowance serves to offset partially the disparities between Central Government employees and State Government employees. We shall therefore be on strong grounds in leaving the scheme of House Rent Allowance for the mufassal employees unchanged, but it has been brought to our notice that House Rent Allowance forms a significant element in the cost of living even in other municipal towns. Further, as under our proposals all non-gazetted employees as well as junior gazetted officers would gain substantially in respect of House Rent Allowance in the City, some liberalization of the House Rent Allowance scheme would be necessary even for employees serving in the mufassal towns. In this view, we suggest the extension of the House Rent Allowance to all employees drawing a pay of Rs. 300 and less in the new scales in all areas now included in Group (ii).

We do not however recommend any change in the rates of House Rent Allowance for employees in areas in Group (iii). Having regard to the revised scales proposed by us, the pay limits and the rates of House Rent Allowance for employees serving in the mufassal may be recast as follows :—

Pay limit.	Rate of House Rent Allowance.
	RS.
II. Area now included in Group II, viz., Kancheepuram, Vellore, Salem, etc.	
(i) For all employees on a pay below Rs. 75	5
(ii) For all employees on Rs. 75 and above, but below Rs. 100 ..	7
(iii) For all employees on Rs. 100 and above, but below Rs. 125 ..	9
(iv) For all employees on Rs. 125 and above, but not exceeding Rs. 300.	12
III. Areas now included in Group III, viz., Revenue Divisional Headquarters which are neither Municipalities nor Headquarters of Taluks, all other Municipalities and Taluk Headquarters not included in Group II, etc.	
For all employees on pay not exceeding Rs. 200 per mensem ..	3

11. A representation has been made to Government that in view of the acute scarcity of accommodation in the municipal towns of Madurai, Tiruchirappalli, Coimbatore and Salem, officers of and above the rank of Inspectors in the Police Department might be paid House Rent Allowance at the rate of Rs. 50 for Inspectors, Rs. 75 for Superintendents of Police and Rs. 80 for Additional Superintendents of Police. It has been further suggested that the Superintendents and Deputy Superintendents of Police who have been provided with Government quarters might be allowed to occupy them free of rent. As observed by the first Central Pay Commission, the policy of the Government should be to allow free quarters only to such employees as are required to reside in the office premises for the proper discharge of their duties. The Second Central Pay Commission in endorsing this principle has further observed that, barring groups of employees who are now enjoying rent-free concessions, no new class of employees should be admitted to the concession in future. We respectfully agree with the views expressed by the Second Central Pay Commission and do not therefore recommend the request that Deputy Superintendents of Police and Superintendents of Police, who have been provided with Government quarters, may be exempted from payment of rent at 10 per cent of their pay. As regards payment of House Rent Allowance to Police officers of and above the rank of Inspectors of Police who have not been provided with Government quarters, we see no special reason to distinguish for this purpose officers of Police Department from those of other departments. We have observed already that we are unable to recommend any scheme on the lines of the Madras House Allowance Scheme in respect of the bigger municipalities mentioned above, and we have suggested that Government should first undertake a survey of the house rent paid by Government employees in these towns. If and when a suitable House Rent Allowance Scheme is framed for these four municipalities in the light of the data collected at such a survey, officers of the Police Department will also benefit along with employees of comparable grades in other departments. We have recommended a scale of House Rent Allowance for all employees drawing a pay of Rs. 300 and below in Municipalities in Group II and most of the Inspectors of Police who would be getting a pay of less than Rs. 300 in the new scale will be benefited.

12. Another specific demand that has been referred to us for our views is that of the Irrigation Workers' Union which has represented that such of the Lascars as have not been given free quarters might be paid House Rent Allowance, irrespective of the places where they were employed. We understand that Lascars stationed in municipalities and in taluk headquarters are already getting House Rent Allowance on the same scale as applicable to other employees serving in those areas. Most of the other Lascars would be living in villages where the levels of rent cannot be very high. We also understand that proposals are under the consideration of Government for construction of quarters for these employees. We do not therefore recommend any special concessions in respect of House Rent Allowance for the Lascars employed in the Public Works Department.

13. We are aware that any scheme for payment of House Rent Allowance for Government employees is only in the nature of a palliative and that the only lasting and satisfactory solution for the difficulties faced by the Government employees, particularly the low-paid employees in urban areas would be for the Government themselves to come forward and provide housing facilities at reasonable rent to their employees. Not only is there a shortage of housing accommodation in urban areas, but most of the houses in the urban areas particularly those occupied by the low-income groups are sub-standard in respect of living space, lighting, ventilation and other basic amenities. The difficult and unsatisfactory conditions in which a large number of Government employees are

housed would inevitably affect their efficiency and morale. The Government as an employer have therefore a vital interest in the improvement of the housing facilities for their employees. In view of the prevailing high prices of land, building materials and labour costs, private enterprise may not find it profitable to construct and provide accommodation at fair rent to people in the low-income groups. The Government have already recognized this fact and have formulated a number of schemes for the improvement of the housing conditions of the economically weaker sections of the population. The Subsidised Industrial Housing Scheme, the Low-income Group Housing Scheme, Slum Clearance Scheme and the Middle-income Group Housing Scheme are all evidence of the Government's anxiety to improve the housing standards in the country. But many of these schemes benefit only people who want to own their own houses and therefore do not cater to the needs of Government employees who are liable to transfer from place to place. Many of the low-paid employees cannot in any case take advantage of these schemes, as a heavy initial payment is generally expected of the beneficiaries. The only satisfactory solution would therefore be for the Government themselves to construct houses or flats and let them out on reasonable rent to their employees. We understand that Government have already recognized this, and that a Rental Housing Scheme has been formulated. We also understand that the Life Insurance Corporation has come forward with financial assistance for the implementation of the scheme. An allocation of Rs. 10 lakhs has been made for the purpose for the year 1959-60. We urge that this scheme should be continued during the Third Five-Year Plan, and that a much larger allocation should be made. In order that the limited funds of the Government might be put to the most profitable use, we suggest that Government may concentrate their efforts in the city and in the bigger municipalities where the housing problem is most acute. We are aware that any scheme of housing for the low-paid employees will not be self-financing and will therefore be uneconomical in a purely financial sense. But such a scheme may still be worthwhile, as there would be adequate returns in terms of the improved efficiency of the employees benefited.

CHAPTER LXIX.

SPECIAL PAY.

1. Special pay is granted as an addition to the emoluments of a post or of a Government servant in consideration of (i) the specially arduous nature of the duties or (ii) a specific addition to the work or responsibility or (iii) the risk to the health involved in the performance of the duties attached to the post. Generally, a common scale is fixed for a group of posts to which members of a particular service could be appointed, and for holding posts of greater responsibility in that group or for serving in localities declared to be unhealthy, the officers are granted additional remuneration in the form of special pay over and above their grade pay. As the Second Central Pay Commission has observed, "the central idea of a special pay is that it is the most satisfactory way of compensating such addition to work or responsibilities or such greater arduousness of duties, as is recognizable enough to merit additional remuneration but not so considerable or, in some cases, of such a permanent nature as to justify placing the posts in question in a higher grade. In other words, it is, broadly speaking, a flexible system of differentiated remuneration between two grades."*

2. On the recommendations of the Retrenchment Committee of 1931-32, the Government laid down certain criteria for the grant of three classes of special pays and special pays are being granted in individual cases according to these criteria.

3. Class I special pays are assigned to posts to which special responsibility is attached or which involve work of a specially difficult and arduous nature. No special pay of this class is granted unless the particular duties for which an allowance is claimed differ so much in kind or in intensity from those for the performance of which the service in question was constituted to justify a special remuneration.

4. In regard to Class II special pays, the guiding principle which the Government have adopted is that every Government servant to whom a variety of duties is assigned or to whose post a number of duties is attached should carry out these duties without extra remuneration unless they involve more than a reasonable day's work. Special pay in this class is, therefore, granted only when the volume of work assigned to a Government servant is more than a full day's work but not sufficient enough to warrant the appointment of additional staff or the additional work is such that it cannot be distributed among the other members of the existing staff.

* Page 366 of the Report of the Second Central Pay Commission.

5. Class III special pays are given in consideration of either 'dangerous duty' or service in 'unhealthy localities'.

6. While the Government have laid down the rates of Class III special pay to be allowed for various classes of Government servants, Class I and Class II special pays are sanctioned on the merits of each case and the general rule followed in this regard is that the special pay should not exceed one-fifth of the pay of the Government servant concerned. The prior sanction of Government is necessary for the grant of special pay in each case.

7. We feel that the criteria laid down by Government for the grant of special pays are theoretically sound and reasonable and that the procedure laid down for the grant of special pays which requires consultation with the Finance Department provides an ample safeguard against abuse of the scheme of special pays. Some associations and some Heads of Departments such as the Board of Revenue and the Registrar of Co-operative Societies have represented to us that the special pays attached to some of the posts should be enhanced. We have proposed in the chapters dealing with individual departments, some enhancement of special pays for certain posts, where, in our view, a strong case for such enhancement had been made out. But having regard to the general increase in emoluments and other benefits such as merger of dearness allowance with pay now being proposed, we think that it will be inopportune to think of any general enhancement of special pays for any large group of employees.

8. Class III special pays are now regulated with reference to the pay of the Government servants and for this purpose the employees have been grouped into a number of grades. We suggest that Government may redetermine the gradation of Government servants for this purpose with reference to the revised scales of pay proposed.

9. *Deputation allowance.*—Allied to the various kinds of special pays, is the deputation allowance granted to Government servants lent on foreign service terms to outside organizations. The Government have asked us to consider the question whether the deputation allowance granted to Government servants lent on such 'foreign service' terms to local bodies and co-operative institutions may be done away with. 'Foreign service' has been defined as service in which a Government servant receives his substantive pay, with the sanction of the Government, from any source other than the revenues of the State or of the Government of India. Under Fundamental Rule 110, no Government servant may be transferred to foreign service against his will. Service under local bodies and co-operative societies is foreign service within the present definition of the term. It has been laid down that the pay to be drawn by a Government servant during the period of his foreign service should not exceed by more than 25 per cent the pay admissible to him from time to time in the cadre to which he belongs. This limit has been imposed with a view to ensure that foreign service is not rendered considerably more attractive than service under the Government.

10. The question of abolition of the deputation allowance for service with local bodies and co-operative societies has come up for consideration by Government presumably because in recent years the occasions for deputation of officers to these bodies have been frequent, and also perhaps because the additional remuneration paid to such officers is a source of discontent to other senior officers who are not considered for such foreign service. It should be remembered that the consent of the borrowing institution is invariably secured before an officer is sent on deputation to serve under them. This may mean that in some cases junior officers acceptable to the 'foreign' employer may be deputed to work under them with additional remuneration much to the discontent of senior officers who may be fit by virtue of seniority and merit but are not acceptable to the borrowing institutions.

11. There have been certain fundamental changes in the relationship between State Government on the one hand and the local bodies or co-operative societies on the other which seem to call for a re-consideration of the present legal position in which service under such bodies is treated as foreign service. The State Government have a vital interest in the efficient functioning of local bodies and it is largely with a view to improve the efficiency of the services rendered by these local bodies that the Government often lend the services of their officers to the local bodies. This process of lending is as much in the interest of Government as in the interest of the local bodies themselves. If service under local bodies is treated as foreign service, the willingness of the officers will have to be ascertained before they are deputed on foreign service and this may cause at times serious administrative inconvenience. To give an instance, it has not been possible to fill the posts of Municipal Engineers by transfer of personnel from the corresponding grades in the Public Works Department, largely because under the present rules their willingness to serve under local bodies has to be ascertained. In the future, with greater devolution

of powers to local bodies occasions for deputation of Government officers will arise on a larger scale. The Panchayat Unions proposed to be formed will have, free of cost; the services of the staff now working in blocks and the staff will have to work under the general control of the Panchayat Unions. We also understand that it is not proposed to treat service under Panchayat Unions as foreign service. It will therefore be illogical to consider service under other local bodies alone as foreign service. We suggest that the present definition of foreign service may be altered so as to exclude from its scope service under local bodies. This will be only a further application of the principles under which the Government have already ruled that service under public corporation will not be construed as foreign service. With such a redefinition of the term foreign service, the question of payment of deputation allowance to Government servants for service under local bodies will not arise. But, if a particular assignment is specially arduous, it may be compensated by a suitable special pay fixed with reference to the merits of the case. We have ourselves suggested elsewhere that Engineers of the Public Works Department posted to municipalities may be given a suitable special pay.

12. Similar considerations arise also in respect of deputation of officers of Co-operative Department for service under co-operative institution. In the early days when the co-operative movement was in its infancy to the same extent, the work of the department was confined largely to inspection and discharge of certain statutory functions such as audit. The role of the Co-operative Department has now changed, and it has now to play a more dynamic part in the promotion of the business of the co-operative societies. It is for such promotion of the business of the co-operative societies that the services of experienced officers of the department are lent at cost, or free of cost, to the various co-operative institutions. The deputation of officers of the department to serve under such societies is in the general interest of the co-operative movement and not merely in the interest of the institution concerned. The payment of a deputation allowance for service under co-operative institution becomes particularly objectionable in cases where the services of the officer are lent free of cost to the institutions. So, here again, the definition of foreign service may be recast so as to exclude from its scope the service under co-operative institutions in the case of officers of the Co-operative Department. Service in a co-operative institution involves no doubt a measure of subordination to the non-official directorate of the institution. But after all, an officer of the Co-operative Department has, by the very nature of his work, to get on with non-officials and any employee joining the Co-operative Department is full conscious of this special feature of the department's work. He cannot therefore have any legitimate grievance, if he is called on to work under a co-operative institution in public interests without being given, invariably as at present, any additional remuneration. Further, even during his service under a co-operative institution the employee will continue to be under the disciplinary control of the Registrar and the non-official directorate of the institution will have no disciplinary powers over him. The interests of the employees are thus adequately safeguarded and there would therefore appear to be no special disabilities attached to service under co-operative institutions which would warrant a deputation allowance. We would, however, like to add that the withdrawal of deputation allowance should not mean the denial of additional remuneration in cases where the work in a particular co-operative institution is of a specially arduous nature. For example, a Deputy Registrar posted as the general manager of a big institution such as a co-operative sugar factory or co-operative spinning mill, or at a lower level a Senior Inspector or a Co-operative Sub-Registrar posted to a society with special problems and charged with the responsibility for its rehabilitation, will certainly deserve additional remuneration which may be appropriately given in the form of a special pay. But such additional remuneration will not be given invariably as is the case now with the deputation allowance for foreign service. Officers already getting a deputation allowance may, however, continue to get it till their present term of deputation with their 'foreign employer' expires.

CHAPTER LXX.

TEMPORARY ESTABLISHMENTS.

1. Several employees' associations have drawn our attention to the hardship caused by the continuance of posts on a temporary basis for indefinitely long periods. It has been vehemently urged before us both by the employees and the Heads of Departments that there is a serious imbalance between permanent and temporary establishments in several departments and that this has adversely affected the morale of the services. We have in particular noticed that technical staff in departments such as Public Works, Medical, Agriculture and other development departments have been hit hard by the continuance of posts on a temporary basis for long periods.

2. Permanent employees and temporary employees who have completed probation, are treated alike in the matter of pay and allowances, medical facilities, educational concessions and other 'fringe' benefits. The temporary employees are, however, at a very serious disadvantage with regard to retirement benefits, as a Government employee cannot get any pension unless his temporary service is followed by confirmation. Further, the entire emoluments of a Government servant in a temporary post are not taken into account in the calculation of average emoluments drawn during the last thirty-six months of his service for the purpose of determination of his pension. A temporary employee cannot also draw any additional allowance while holding additional charge of another post. Apart from all these disabilities, there is also the large question of security of tenure to which the Government servants understandably attach considerable importance. The services of a temporary employee can theoretically be terminated at any time, whereas in the case of a permanent employee such termination will not be so easy, as the question of providing alternative employment in the same department or other departments will first have to be explored.

3. This problem of temporary employees is not one of recent origin. It has arisen on account of the expansion of several departments, first under conditions created by the last World War, and thereafter under the stimulus of the various programmes of development undertaken by the Government as part of the First and Second Five-Year Plans. This will be clear from the fact that in departments like Registration, Judicial, Prisons, etc., which have been relatively unaffected by the war and plan programmes, the number of temporary posts is small in relation to their permanent strength, while in departments like Public Works, Medical, Industries, Co-operation, Agriculture, Animal Husbandry, etc., the number of temporary posts is disproportionately high as compared with their permanent strength. After the last War, the Government recognized the gravity of the problem posed by the expansion of staff in several departments and initiated a process of gradual conversions of temporary into permanent establishments. Before this process could however be completed, the separation of Andhra came in 1953 and then the States Reorganization in 1956. After the partition of Andhra, the Government ordered that pending the fixation of cadre strengths of the different departments, no temporary posts should be made permanent. The ban was lifted, no doubt, latter, but before any substantial progress could be made in the conversion of temporary into permanent posts, the reorganization of States in 1956 led to the imposition of a fresh ban on permanent retention of temporary posts and the ban was continued for a further period pending completion of the enquiry by the Special Officer for Retrenchment and Reorganization. The embargo on the conversion of temporary into permanent establishments was finally lifted only in November 1958 in respect of all except a few departments.

4. Whatever might have been the causes, a disproportionately large number of employees are now holding their posts on a temporary basis as will be clear from the following statement :—

	Permanent posts.	Temporary posts.	Temporary posts as a percentage to total establishment.
	(1)	(2)	(3)
Gazetted	1,788	2,301	56 per cent.
Non-Gazetted (including last grade servants)	73,455	67,593	48 per cent.
Total ..	75,243	69,894	48 per cent approxi- mate.

A department-wise break-up of the distribution of the permanent and temporary establishments is furnished in Appendix X.

5. Apart from its adverse effects on the morale of the services, the present high ratio of temporary establishments is bound to lower the standards of recruitment to the cadres concerned. One of the major attractions of a career under Government is security of tenure, and it is not therefore unlikely that the preponderance of temporary posts, particularly in technical cadres, may keep away many candidates of high standards. Further, as rightly pointed out by the Second Central Pay Commission,

the appointing authorities may not exercise the same degree of circumspection in making temporary as they would in making permanent appointments. In cadres for which there is an element of direct recruitment the present preponderance of temporary posts tends to keep down direct recruitment as such recruitment is made only against substantive vacancies, and this in turn is bound to affect in the long run the quality of the services. It is necessary, therefore, as much in the public interest as in the interests of the employees themselves to determine the permanent strength of establishments on a more rational basis.

6. The general principle laid down for conversion of temporary posts into permanent is that the posts should have been in existence continuously for not less than five years. Even here, the posts would not be made permanent unless experience had shown that they were permanently required for the normal work of the department. The rule that a post should normally have been in existence for five years before it is made permanent is reasonable and we do not consider it necessary to suggest any change in the rule; we would, however, like to call for a radical change of the present spirit in which the rule is interpreted. There should be an annual review of the temporary establishments and posts which have completed five years of existence should be examined for permanent retention. We understand that proposals for permanent retention of posts are not submitted by Heads of Departments, in time or in complete form, and even when they are submitted in a complete form they are examined in the normal routine way leading to serious delays in the passing of final orders. We would urge that the proposals for permanent strength of establishments should be examined with the utmost expedition both by Heads of Departments and the Secretariat and difficulties should be sorted out by personal consultations at the highest levels instead of the proposals being tossed back and forth in the normal routine. There is need for imagination and sympathy also in the interpretation of the five-year limit set for conversion of temporary into permanent posts. In departments like Public Works Department, a particular post or class of posts may not have been in existence for five years, but if on a reasonable assessment of the strength of temporary establishments which have been in existence for over five years, it is felt that their strength cannot fall below a particular level there should be no reluctance to make posts permanent up to that limit. Though one particular Public Works project may be wound up, new projects will be taken up, and it should be possible to make a fairly accurate assessment of the number of posts at each level that may be required for the department to maintain its normal level of activities. Again there are many cadres of staff whose members are deputed to work in other departments and this practice has not been recognized by providing on a permanent basis for a deputation reserve. To illustrate, a number of Deputy Collectors are deputed to work as Personal Assistants to Heads of Departments or Special Land Acquisition Officers and so on. It should be possible to forecast with reference to past experience the number of officers that may be required for such deputation on special schemes and to include in the permanent strength of the category concerned a deputation reserve. Likewise a large number of officers of the Co-operative Department are generally deputed to work with co-operative societies for varying periods. Though a particular assignment may last for less than five years, it should be possible to determine in the light of past experience the reserve needed in each grade for such deputation. Such deputation reserves may also be needed for a department like Agriculture which has often to depute its officers for research projects under the Government of India and various committees like the Coconut Committee, Cotton Committee, Oil-seeds Development Committee and so on.

7. We therefore suggest that Government should take on hand immediately a review of the present strength of temporary establishments in various departments with reference to the considerations set out above and reach a quick decision on the permanent retention of temporary posts continuing for a long time. We urge that particularly in development departments like Public Works, Co-operation, Medical, Industries, etc., where the proportion of temporary posts is very large, *ad hoc* departmental committees consisting of the Secretaries to Government, the Heads of Departments and representatives of the Finance Department should be set up to scrutinise the proposals for fixation of the strength of different cadres on a permanent basis. The problem of temporary posts has been with us for too long and an early solution should be found for it.

8. We would like to bring to the notice of the Government in particular the hardship of employees in departments such as Women's Welfare, Accommodation Control and Khadi which have been continued on a temporary basis for a long time. It is necessary that Government should take early decisions of policy in regard to the permanent continuance of these departments and remove the present state of uncertainty which is not conducive to the efficient working of these departments.

CHAPTER LXXI.

TRAVELLING ALLOWANCE.

1. Travelling allowance is a compensatory allowance granted to a Government servant to cover expenses which he incurs in travelling in the interests of public service. These allowances are granted at a fixed rate called "Fixed Travelling Allowance" in cases where an officer of a particular grade has more or less regular touring to do within a restricted area. A variant of this allowance called the Conveyance Allowance is granted to a Government servant who has to tour regularly within a short radius from his headquarters, and is subject to the maintenance of a specified conveyance appropriate to the status of the Government servant. In cases where the extent of touring and distance to be travelled are liable to considerable variation, a travelling allowance in the form of railway fare, road mileage or daily allowance is granted at rates specified for the grade to which the officer belongs. In all these cases the rates are based on the cardinal principle that the travelling allowance is not on the whole a source of profit to the recipient.

2. *Fixed Travelling Allowance.*—We examine briefly some of the more important requests urged before us for improvements in the present rules relating to travelling allowance.

Certain sections of employees have represented to us that the existing rates of fixed travelling allowance are not sufficient to cover the actual expenses incurred by them and that, therefore, travelling allowance as on tour might be allowed to them. For instance, representative of the Survey Department have asked for the grant of travelling allowance as on tour instead of the existing rate of Rs. 108-12 per mensem for Sub-Assistants. Likewise, the District Panchayat Officers have asked for the grant of travelling allowance as on tour in place of the existing fixed travelling allowance of Rs. 75 per mensem.

3. The fixed travelling allowance scheme is generally suitable for officers who can plan their touring according to a definite programme and whose work is not subject to sudden emergencies calling for frequent deviations from the pre-planned programme of touring. The provision of fixed travelling allowance for such officers will discourage indiscriminate journeys being made merely for the sake of earning travelling allowance. There are already several officers having fairly extensive jurisdiction such as Deputy Registrars of Co-operative Societies, District Agricultural Officers, etc., who have been allowed only fixed travelling allowance in lieu of travelling allowance as on tour. We are not therefore in favour of requests for the replacement of fixed travelling allowance by travelling allowance as on tour for any of the group of employees who are in receipt of it at present. On the other hand, we feel that the scheme should be extended as far as possible to all employees whose jurisdiction is confined to a compact area such as a taluk or block and whose tours can be fairly well planned in advance.

4. We, however, consider that in the case of some non-gazetted employees such as District Panchayat Officers, District Inspectors of Local Fund Accounts, District Surveyors, Minor Irrigation Supervisors and Health Inspectors, whose jurisdiction extends over a district or a large portion thereof, the present fixed travelling allowance is a little low. For instance, we find that the District Inspectors of Local Fund Accounts are allowed a fixed travelling allowance of Rs. 60 only while their jurisdiction extends over the entire district. In such cases, it would seem justifiable to increase the fixed travelling allowance at least up to the level granted to the Tahsildars, viz., Rs. 75. We therefore recommend that the Government may review the fixed travelling allowance of the non-gazetted officers with district-wide jurisdiction and allow suitable increase having regard to the general increase in the cost of living. A similar review may be made also of the fixed travelling allowance of gazetted officers with district-wide jurisdiction. We also recommend that the increases in fixed travelling allowance sanctioned since the war and being continued from time to time may now be made permanent as we are not likely to revert to pre-war conditions.

5. On behalf of the employees of the Forest Department, it has been represented to us that the Forest Guards have to tour systematically within their jurisdiction, but are not allowed any travelling allowance and that they should be given some fixed travelling allowance as in the case of the last grade servants in other departments. This request appears to us to be reasonable and we suggest that suitable fixed travelling allowance may be allowed to Forest Guards in consultation with the Chief Conservator of Forests.

6. Another specific demand put forward before us relates to the enhancement of the fixed travelling allowance of the Field Assistants in the Public Health Department from Rs. 15 per mensem to Rs. 25 per mensem on the ground that the daily allowance of Last Grade servants has since been raised. A fixed travelling allowance is generally not fixed with reference to daily allowance alone. Mileage to be covered, minimum days to be ~~covered~~

and the extent of jurisdiction are other factors taken into account in the determination of fixed travelling allowance. The rates of fixed travelling allowance are not, therefore, mere multiples of daily allowance admissible to the class of employees concerned. It, therefore, appears that no change is called for in the existing rate of fixed travelling allowance of Field Assistants.

7. *Conveyance Allowance.*—We shall now examine some of the requests in regard to conveyance allowance. Under the existing rules, every Government servant is expected to maintain a conveyance suited to his rank and “is bound to maintain, without claim for a special allowance, such means of conveyance as are requisite for his ordinary duties including touring and normal inspection work attached to his office”. A conveyance allowance is granted to a Government servant only if he has to tour regularly within a short radius from his headquarters and this allowance is in lieu of all travelling allowances ordinarily admissible.

8. It is against this background that the request of the Secretariat Officers' Association made to us for a conveyance allowance of Rs. 75 has to be examined. The present rule that a conveyance allowance should be granted only where a Government servant has to undertake regular tours in public interest within a limited jurisdiction is sound. Journeys from residence to office and back have at no time been considered to be “public journeys” calling for reimbursement from public funds. An employee is expected to meet out of his emoluments expenses incurred in travel from residence to office and back. We do not therefore recommend the sanction of any conveyance allowance to officers serving in the Secretariat.

9. Incidentally it has been brought to our notice that in recent years, Government have supplied motor vehicles to some officers who have to tour regularly within a limited jurisdiction. We feel that it will be inappropriate in such cases to sanction or continue any conveyance allowance and that such officers should be encouraged to use the Government vehicles supplied to them for all journeys in public interest. We suggest that the Government may undertake a review of all existing sanctions of conveyance allowance in the light of the principle suggested above.

10. *Railway Fare, Mileage and Daily Allowance.*—For the purposes of determining the rates of travelling allowance under railway fares, mileage and daily allowance for journeys on tour the Government servants of this State have been divided into 13 grades on the basis of the pay drawn by them. The grades so fixed and the rates admissible to them are as shown below :—

	Daily allowance.			Mileage.			Railway journey.		
	RS.	A.	P.	RS.	A.	P.			
GAZETTED.									
<i>Grade I.</i>									
Members of the Madras Public Service Commission, Secretaries to Government, Heads of Departments, Collectors, etc.	10	8	0	0	9	0	Single I Class	plus fractional fare at 12 pies per mile.	
<i>Grade II.</i>									
Gazetted Government servants other than those in Grade I on a pay exceeding Rs. 1,000.	9	0	0	0	9	0	Do.		
<i>Grade III.</i>									
Government servants on pay exceeding Rs. 750 and up to Rs. 1,000 (and members of the All India Services and Officers holding permanently or in an officiating capacity posts borne on the cadres of All India Services not included in Grades I and II and Military Commissioned Officers on the personal staff of the Governor not included in Grade II).	7	8	0	0	9	0	Do.		
<i>Grade IV.</i>									
Government servants on a pay exceeding Rs. 500 and up to Rs. 750.	6	0	0	0	9	0	* Single I Class	plus daily allowance.	
<i>Grade V.</i>									
Other Gazetted Government servants	..	5	4	0	0	6	0	Do.	

* The higher class where there are only two classes.

	Daily allowance.			Mileage.			Railway journey.
	RS.	A.	P.	RS.	A.	P.	
NON-GAZETTED.							
<i>Grade VI.</i>							
Government servants on a pay exceeding Rs. 250.	4	8	0	0	6	0	* Single II Class <i>plus</i> daily allowance.
<i>Grade VII.</i>							
Government servants on a pay exceeding Rs. 200 and up to Rs. 250.	3	6	0	0	6	0	Do.
<i>Grade VIII.</i>							
Government servants on a pay exceeding Rs. 125 and up to Rs. 200.	2	7	0	0	4	6	Do.
<i>Grade IX.</i>							
Government servants on a pay exceeding Rs. 80 and up to Rs. 125.	2	0	0	0	3	0	Single III Class <i>plus</i> daily allowance.
<i>Grade X.</i>							
Government servants on a pay exceeding Rs. 44 and up to Rs. 80.	2	0	0	0	3	0	Do.
<i>Grade XI.</i>							
Government servants on a pay Rs. 30 and above but not exceeding Rs. 44.	1	4	0	0	3	0	Do.
<i>Grade XII.</i>							
Government servants on a pay of less than Rs. 30.	1	4	0	0	3	0	Do.
<i>Grade XIII.</i>							
Subordinates in last grade service ..	1	4	0	0	3	0	Do.

We consider that these rates which have been fixed in the light of past experience do not call for any substantial changes. But the grades have to be re-determined as we have suggested that a major portion of the dearness allowance should be merged in basic pay. We have also taken this opportunity to suggest simplification of the number of grades. In our view, it will be sufficient to recognise only four grades among the gazetted officers and four grades among the non-gazetted staff as indicated below :—

	Daily allowance.		Mileage.	Railway fare.	Corresponding old grade.
	RS.	A.	AS.		
GAZETTED.					
<i>Grade I.</i>					
The present Grade I and all officers getting a pay of Rs. 1,100 and above.	10	8	9	Single I Class <i>plus</i> 12 pies per mile.	I & II
<i>Grade II.</i>					
Gazetted Officers on Rs. 800 and above and up to Rs. 1,100 including officers of All India Services not coming within Grade I.	7	8	9	Do.	III
<i>Grade III.</i>					
Gazetted Officers between Rs. 500 and Rs. 800.	6	0	9	Single I Class <i>plus</i> daily allowance.	IV
<i>Grade IV.</i>					
All other Gazetted Officers ..	5	4	6	Do.	V

* The lower class where there are only two classes.

	Daily allowance.		Mileage.	Railway fare.	Corresponding old grade.
NON-GAZETTED.					
Grade V.					
	RS.	AS.	AS.		
All Non-Gazetted Officers above Rs. 250.	4	8	6	II Class plus daily allowance.	VI & VII
Grade VI.					
All Government servants on a pay of Rs. 200 and above and not exceeding Rs. 250.	2	8	4½	II Class plus daily allowance.	VIII.
Grade VII.					
All Government servants on a pay of Rs. 90 and above and not exceeding Rs. 200.	2	0	3	III Class plus daily allowance.	IX & X.
Grade VIII.					
All Government servants below Rs. 90.	1	4	3	III Class plus daily allowance.	XI to XIII.

All the pay limits have been indicated in relation to the new scales of pay arrived at after merger of dearness allowance.

11. In respect of railway journeys, officers of Grades I to III are given one railway fare by the appropriate class plus incidental fare at one anna per mile, while other officers are eligible to draw one single fare by the appropriate class plus daily allowance provided the actual duration of the journey is not less than 8 hours on a particular day.

12. We have considered the question whether those who are permitted to draw only daily allowance at present should be allowed the incidental fare in lieu of the daily allowance. The extra fare is intended to cover the cost of transport of servants, the portage for luggage taken on tour, extra cost of food, etc., during the railway journey. Officers of the existing Grades I to III stand to gain by the incidental fare on comparatively long journeys while officers of Grade IV and below stand to gain by daily allowance when the journeys are short. Long journeys are generally undertaken only by officers having State-wide jurisdiction such as Heads and Joint Heads of Departments who will normally come within the first three grades. For officers touring within a limited jurisdiction who are the largest in number, the drawal of daily allowance is definitely advantageous. We therefore feel that the existing rules may be left intact.

13. The mileage allowance is given to meet the cost of a particular journey calculated on the actual distance travelled. The shortest route available between two stations is usually adopted for calculation of mileage. Road mileage is generally granted only when it is necessary for special reasons to make a march of more than 20 miles by road or canal in a day. When however a road journey short of 20 miles is made in combination with railway journey or steamer journey on the same day, mileage is allowed to be drawn for the former, limited to the amount of daily allowance ordinarily admissible.

14. We have examined the existing rates of mileage and consider that they do not need any revision. Certain classes of officers such as Deputy Superintendents of Police have been allowed higher mileage than they would be ordinarily entitled to. It has been urged before us by the Madras Civil Service Association that considerations which weighed with Government in allowing Deputy Superintendents of Police enhanced mileage apply equally to Deputy Collectors. We agree and accordingly propose that the concession of enhanced mileage may be extended to Deputy Collectors on general duty also.

15. We have also considered the question whether any changes are needed in the present rules under which road mileage is allowed to certain classes of officers for journeys performed in motor cars even between places connected by rail. In the present tempo of administration it will not be feasible to require officers to travel invariably by train between places connected by rail. The steep fall in mileage after the limit of 40 miles should in these days of high cost of maintenance of cars be a sufficient deterrent against long journeys being undertaken by car between places connected by rail. We do not therefore recommend any revision of the existing rules in this regard.

16. As regards daily allowance, a representation was made that it should be allowed in full even for halts in excess of 10 days at a particular place. The idea behind the existing restriction is that after 10 days' stay at a place, it becomes the temporary headquarters of the Government servants and that therefore long-term arrangements for boarding and lodging can be made at cheaper rates than would otherwise be possible. This principle is theoretically sound and as in hard cases exemptions are being given liberally by Government, we do not propose any amendment of the existing rule.

CHAPTER LXXII.

EDUCATIONAL AND MEDICAL CONCESSIONS.

1. *Educational Concessions.*—At present all Non-Gazetted Government servants, all employees of local bodies, drawing pay not exceeding Rs. 300 per mensem and teachers employed in aided elementary and secondary schools are allowed full-fee concessions towards the education of their children studying within the Madras State up to and inclusive of Form VI. These concessions cannot be availed of if the children study in special schools or in the schools not recognized by the Education Department.

2. The fee income lost by managements of aided elementary schools and secondary schools is made good to them in full. In the case of local bodies, one-half of the fee-income lost is made good to them, the other half being borne by themselves. Since the Government have introduced free elementary education for all children with effect from the school year, 1959-60, grants are given only to such of the elementary schools as are not levying fees. Consequently, the aided schools levying fees have been made ineligible for the grant and the Government have also ordered that the children of employees eligible for the concessions studying in fee-levying schools up to Class V will not be eligible for fee concessions.

3. The employees' organizations have requested that the educational concession should be granted in respect of all dependents of Non-Gazetted Government servants including brothers and sisters and their children studying in fee-levying schools within the State as well as outside the State. The Secretariat Officers' Association has requested that as the difference in emoluments between the Non-Gazetted Officers and Gazetted Officers is negligible at the stage of promotion, the concession should be extended to the Gazetted Officers also.

4. Extension of the concessions to children studying in other States as a result of reorganization cannot be recommended now as it is already more than three years since the reorganization took place. Similarly the request for extending the concession to other dependents of employees does not seem to deserve any serious consideration. In the case of Gazetted Officers promoted from Non-Gazetted ranks, it is true that there may not be substantial benefits immediately, but in view of the higher rates of increments and better emoluments they get in the long run, we feel that the extension of the educational concessions to Gazetted Officers is not called for now.

5. In view of the substantial improvements in scales of pay and retirement benefits proposed for all grades of Non-Gazetted employees, we are generally of the view that there is not much scope or case for further liberalization of the various "fringe benefits" like educational concessions.

6. *Medical Concessions.*—All Non-Gazetted Government servants, irrespective of their income and all employees of local bodies drawing pay not exceeding Rs. 300 per mensem and their families are entitled to free medical treatment, without any liability for payment towards the cost of medicine, diet or accommodation, at the Government medical institutions, Local Fund hospitals or dispensaries. They are also eligible for reimbursement of the cost of any special or expensive drugs purchased by them on the prescription of the doctor in charge of the institution. These concessions are available also to teachers under Government and local bodies, village officers, village servants and their families. The Gazetted Officers are eligible for free supply of costly and expensive drugs during treatment in Government hospitals. If they are obliged to purchase them from the open market for want of stock in the hospital, the cost of such drugs is also reimbursed to them. They are not however eligible for free diet in hospitals.

7. The various employees' associations, including some of the Gazetted Officers' associations, have expressed considerable dissatisfaction at the present working of the scheme of medical concessions. Their main complaint is that they do not often get the care and attention they need at the hands of the authorized medical attendants and are therefore obliged to seek, at their own cost, the services of doctors of their choice. The employees' associations have therefore urged that they should be permitted to consult any registered medical practitioner of their choice and get their expenses reimbursed. We have considered this request carefully. We feel that any such concession is fraught with possibilities of abuse and do not, therefore, recommend it. We, however, suggest that Government should take note of the widespread discontent about the working of the present system and issue instructions to the Director of Medical Services to take suitable and prompt remedial action when complaints about authorized medical attendants are brought to his notice by the employees. It should be recognized that attendance on Government employees entitled to free medical assistance is part of the legitimate duties of authorized medical attendants.

8. At the same time we consider that the standards of medical assistance can be raised to the level desired by the employees only if special clinics with necessary staff are opened for them in places where there is a concentration of Government employees. But such special clinics can be opened for their benefit without giving rise to legitimate complaints from the rest of the community only if the whole scheme of medical benefits for Government employees is placed on a contributory basis. We understand that a Contributory Health Service Scheme is now in force in Delhi and that it covers both Gazetted and Non-Gazetted employees. Under this scheme all Government servants in Delhi covered by the scheme are eligible for medical aid including hospitalization and specialist treatment. A large medical staff is maintained under the scheme and a number of dispensaries are run wholly for the beneficiaries; hospitalization is generally arranged at Central Government's own hospitals. The employees' contributions towards this scheme have been fixed with reference to pay at rates ranging from 0-50 nP. to Rs. 12 per mensem. We are inclined to the view that a contributory health service scheme on these lines could be successfully worked in Madras City and that the employees in return for a small contribution, will secure substantial benefits. We suggest that Government may ask the Director of Medical Services to make a special study of the working of the scheme at Delhi and propose a suitable contributory scheme of health service for State Government employees serving in the city. We also suggest that before the scheme is finalized, the views of the important services associations may also be ascertained. We are aware that the change from a non-contributory to contributory basis for provision of medical aid may on the face of it appear to be an abridgement of the existing concessions, but it will in actual practice lead to a considerable improvement in the scale and standards of medical relief now available to them. As the Second Central Pay Commission has put it, "if the employees are to have more efficient medical aid, without imposing additional burdens on the taxpayer of a size that would cause a great deal of ill-feeling in the community, such a change may be necessary".

9. It may not be feasible to frame a contributory health service scheme for employees outside the city as there may not be a sufficiently large number of employees at any centre to make such a scheme worthwhile and economical. We have considered how best the present arrangement for medical relief could be improved upon in their case. We understand that the Government have opened a dispensary in the premises of the Secretariat with special staff for providing medical relief to the staff of the Secretariat. We suggest that similar special dispensaries may be opened at all district headquarters at a central place such as the Collector's office building for the benefit of the Government employees entitled to free medical aid. The working of such special dispensaries may be periodically reviewed by a local advisory committee with the Collector as Chairman and the District Medical Officer, and one or two representatives of the employees as the other members.

10. It has been represented to us that teachers in aided institutions should also be given medical concessions on the lines applicable to teachers under Government and local bodies. The teachers in aided institutions are dispersed all over the State and many of them are employed in place where there are no facilities for medical relief. We are not sure, therefore, whether a scheme of medical concessions on the lines now applicable to Government employees will be of any substantial benefit to teachers in aided institutions. We however suggest that Government may have the administrative implications of the extension of the scheme of medical concessions examined in detail. A suggestion has also been made to us that a contributory health insurance scheme may be drawn up for the benefit of the teachers. We suggest that if and when our proposals in regard to the introduction of a Contributory Health Service for Government employees in the city are implemented, the possibility of bringing teachers in aided institutions in the city within its scope may also be explored.

CHAPTER LXXIII.

LEAVE PROVISIONS.

1. In the matter of leave, employees of the State Government are mainly governed either by the Fundamental Rules or the Madras Leave Rules. Those who entered service before the 4th September 1933, are governed by Fundamental Rules, while the Madras Leave Rules are applicable to those who entered service after that date.

2. Under the Fundamental Rules, all Government servants subject to ordinary Leave Rules earn leave at the rate of two-elevenths of the period spent on duty. But the amount of leave that may be granted expressed in terms of leave on average pay is

restricted to one-eleventh of the period spent on duty. The balance of leave earned at two-elevenths of the period spent on duty may be granted on medical certificate, subject to a maximum of one year in terms of leave on average pay and the remaining period on half average pay. No limit is placed on the accumulation of leave though the maximum amount of leave on average pay that can be granted at any one time, otherwise than on medical certificate, is restricted to four months. The number of employees governed by the Fundamental Rules in respect of their leave rights would now be negligible.

3. The Madras Leave Rules which were issued in 1933 on the model of the revised leave rules of the Government of India are less liberal than the Fundamental Rules. The leave privileges vary as between members of what are called "Superior Service" and the Last Grade servants. They vary also as between permanent and non-permanent Government servants. There is a further distinction also between employees of Vacation and non-Vacation Departments.

4. Under the Madras Leave Rules, all permanent Government servants in superior service earn leave at the rate of one-eleventh of the period spent on duty, accumulation of leave being however restricted to 120 days. They are eligible in addition for Unearned Leave on private affairs for six months and on medical certificate for one year and six months in all.

Non-permanent Government servants in "superior" service who have completed probation are also eligible for the same leave terms as permanent employees.

5. Permanent Government servants belonging to Last Grade Service earn leave at one-twenty-second of the period spent on duty, the amount of leave that can be accumulated being 50 days. In addition, they are eligible for Unearned Leave on medical certificate for six months in all. Here again, a non-permanent Government servant who has completed probation enjoys the same privilege as the permanent Government employee, except in regard to leave on medical certificate.

6. In Vacation Departments, permanent Government servants in superior service can earn leave at one-eleventh of the period spent on duty. But the earned leave for each year in which the vacation is availed of is reduced by 30 days. If a part only of the vacation is availed of in any year, the earned leave will be reduced proportionately.

7. Similarly in the case of Government servants in Last Grade Service who earn leave at the rate of 1/22 of the period spent on duty, the earned leave in each year in which the vacation is availed of is reduced by 15 days or a part thereof if only a part of the vacation is availed of. Non-permanent Government servants in superior service in the Vacation Departments also enjoy the same privilege as the permanent Government servants, if they had completed their probation. Non-permanent Government servants in Last Grade Service in Vacation Department however, do not earn any leave.

8. Under the Fundamental Rules, leave salary is granted at a rate equal to the average pay drawn during the preceding 12 calendar months. However, in the case of Non-Gazetted Government servants who take leave not exceeding one month or whose substantive pay is less than Rs. 300, the substantive pay is taken as the average pay, if it is more.

9. Under the Madras Leave Rules, the leave salary is fixed at a rate equivalent to the substantive pay on the date before the leave commences or the average monthly pay drawn during the preceding 12 calendar months, whichever is advantageous. In the case of Last Grade servants, they are eligible for leave salary while on earned leave equal to the substantive pay or the pay last drawn by them, whichever is higher.

10. So far as Government servants who are governed by the Fundamental Rules are concerned, no representations have been received for liberalization of their leave terms. But in regard to the Madras Leave Rules, representations have been received for (i) Liberalization of the maximum limit up to which leave can be accumulated, (ii) the basis on which leave salary should be calculated and (iii) the rate at which Government servants should be allowed to earn leave. We examine these requests below :—

(i) *Accumulation of Leave.*—It has been represented that Government servants in superior service should be allowed to accumulate leave up to a maximum of 180 days as against 120 days at present. The Madras Leave Rules were issued by the Government of Madras in 1933 so as to be in line with the Revised Rules of 1933 issued by the Government of India and leave could be accumulated only up to 90 days. The Government of India

liberalized their rules subsequently in 1949 and raised the limit of accumulation from 90 days to 120 days. But the State Government considered it inadvisable to raise the limit in view of the large extra cost involved. However, in view of the repeated representations made by the service associations, the rules were liberalized in 1955 and the limit was raised to 120 days. Subsequently, the Government of India have raised the limit further to 180 days, subject to the condition that the maximum earned leave that may be granted at any one time is limited to 120 days. The main purpose in fixing a limit on the accumulation of leave is to encourage the employee to take leave at short intervals and thus keep himself physically and mentally refreshed. The Second Central Pay Commission which has made an exhaustive review of the leave privileges of Government employees in relation to the position in other countries and in the private sector, has observed that the existing leave terms of the Government employees are sufficiently liberal and in fact need to be abridged. We agree with the Central Pay Commission and feel that there is no case for raising the limit on accumulation of leave from 120 to 180 days.

(ii) *Leave Salary*.—Secondly, representations have been made to us that the leave salary may be regulated with reference to pay last drawn or the average monthly pay earned during the 12 months preceding the month in which leave commences, whichever is advantageous. Under the existing rules the leave salary is limited to substantive pay or the average pay drawn during the 12 preceding calendar months, whichever is higher. If the existing provision is revised, as requested by the service associations, it will enable an employee who officiates for a very short period in a higher post and avails himself of leave on reversion to draw during his period of leave a pay higher than his substantive pay or average pay. Similarly an employee who officiates in a higher post and proceeds on leave just after drawing an increment will get during the period of leave the pay last drawn instead of average pay for which he is eligible under the existing rules.

Even the existing provision of the Madras Leave Rules, under which leave salary is calculated in respect of all persons on the average of the pay drawn during the 12 preceding calendar months or substantive pay, whichever is higher, is more liberal than that provided in the Fundamental Rules under which all employees getting above Rs. 300 are allowed to draw only the average pay drawn during the preceding 12 months, even though their substantive pay might be higher at the time of taking leave on account of the accrual of an increment before the leave. The rules even in their present form render it advantageous for an employee who had officiated in a higher post to go on leave at the end of his officiating period, as he can draw leave salary calculated with reference to the pay of the officiating post during the whole of his leave, though most of his leave might have been earned not during the officiating period but earlier. Further, the leave rules under the Government of India also allow only substantive pay or the average of the preceding 12 months' pay, whichever is advantageous, and not the pay last drawn. Even the average of 12 months' pay is allowed under the Government of India only for two months of leave and thereafter leave salary is allowed only at the average of 36 months' pay. Thus the Leave Rules applicable to employees of State Government even in their present form are more liberal than the rules of the Government of India. We do not therefore recommend any further liberalization of the rules in regard to fixation of leave salary.

(iii) *Calculation of leave*.—The Central Pay Commission has suggested a reduction in the rate of earned leave on the ground that leave allowances and public holidays available in outside employment and in other countries are far less liberal. The Commission has suggested the following rates of earned leave as against the existing rate of one-eleventh of the period spent on duty (which works out to 2.7 days for each month of service) :—

Non-Industrial staff.

During the first 5 years of service	..	1.7 days for each month of service.
During the next 9 years of service	..	2.25 days for each month of service.
After 15 years of service	..	2.5 days for each month of service.

Their recommendations entail on the average a reduction of $3\frac{1}{2}$ days per annum in the present limit of eligibility for earned leave. We have carefully considered whether a similar reduction in the leave entitlements of "non-industrial" staff should be proposed. The savings in the leave salary on account of reduction on the scale suggested by the Central Pay Commission will roughly work out to Rs. 19 lakhs per annum. But savings of this order may not in fact materialise as the Government servants do not even now for various reasons avail themselves of the full leave earned by them. The calculation of eligibility for leave at different rates varying with length of service will also in practice be cumbersome. We do not therefore consider it worthwhile to suggest any reduction of the leave privileges of non-industrial staff.

11. Members of the Last Grade Service have represented to us that they should be treated on a par with those in superior service and allowed earned leave at the rate of one-eleventh of the period spent on duty instead of one-twenty-second of the period spent on duty as at present. This discrimination exists even under the rules issued by the

Government of India. However, permanent employees in the Last Grade Service under the Government of India who have put in more than 20 years' service are allowed earned leave at the same rate as is applicable to all other Government servants. On a similar representation made before the first Central Pay Commission in regard to the removal of discrimination between one grade of public servants and another they observed that

"in the endeavour to respect the spirit of equalitarianism, we cannot lose sight of certain material considerations.

* * * * *

It cannot be disputed that leave rules, especially those which impose on the State the burden of paying full salary to an employee when he is on leave, should be framed with due regard to his need for rest on the one hand and the public interest on the other.

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It also stands to reason that the need for rest and the length of rest needed depend to a large extent on the nature of the employees occupation, the condition in which he has to work and the burden of responsibility resting on him. Physical strain, though tiresome at the moment, does not produce the same harmful effects on one's health as mental strain. If the remuneration of public servants can be regulated with due regard to considerations like the above, there is nothing unreasonable in regulating their leave also with due regard to the same considerations. This principle of differentiation is also recognized in England. Further, in so far as it happens that public servants when they take leave prefer to utilise the leave period in their home district, a distinction can legitimately be drawn between those who are recruited from the neighbourhood of the places where they serve and those who are recruited from greater distances. In this country recruits to Last Grade Service generally belong to the locality or neighbourhood, whereas employees belonging to other grades, come from distant parts of the country. These considerations in our opinion require and justify a differentiation between Last Grade servants and other servants."

On the above considerations the Government of India continue to maintain the distinction between Class IV employees and others in regard to leave entitlements. The Second Central Pay Commission has also not recommended any change in the existing position. The present distinction between Last Grade servants and others in respect of eligibility for leave is valid, as mental workers need longer rest and at more frequent intervals than manual workers and we do not therefore recommend any change in the present rules.

12. In this connection it has been brought to our notice that non-permanent Last Grade servants in the Vacation Departments do not earn any leave even when they do not avail themselves of the vacation while their counterparts in non-Vacation Departments

14. We have hitherto reviewed the leave rights of non-industrial employees of State; it is necessary to examine separately the leave rights of industrial employees. The term "industrial employee" may generally be taken to cover all persons employed in Government industrial establishments to which the Factories Act is applicable. The Government Press, Public Works Workshops, Highways and Engineering Workshops, Agricultural Engineering Workshops and the Transport Department are the most important among such Government industrial establishments.

15. The statement below shows in one view the leave privileges extended to the workers in the more important Government industrial establishments :—

Department.	Regular leave.	Leave on medical certificate.	Injury leave (special disability leave).
(1)	(2)	(3)	(4)
Government Press ..	1/11th of duty on full pay subject to a maximum of 90 days at a time. Leave on half pay on medical certificate for one year for the whole service.	Half pay up to three months and a further extension of leave on half pay not exceeding three months on the production of a fresh medical certificate. The total amount of leave on medical certificate admissible to any employee during his service shall not exceed one year.	Two years for any one disability and five years during the complete service. Leave salary is at half pay rates. The leave salary is reduced by the amount of compensation payable, if any, under the Workmen's Compensation Act.
Public Works Workshops.	<i>Permanent.</i> —1/11th of duty period. <i>Temporary.</i> —1/20th of duty according to Factories Act, 1948.	Leave on half pay with full allowance for one year during the period of service subject to six months at a time. Leave on half wages for 15 days per year.	Leave on half pay with allowance for five years in total service, subject to a limit of two years in respect of each injury. Half month's compensation for all employment injuries as per Workmen's Compensation Act.
Industrial Engineering Workshop (Agriculture).	1/11th of duty period per annum, subject to a maximum of 90 days.	Without any limit for the year. Limited to one year for the whole service.	Applicable for permanent workmen only. Limited to two years for any one disability.
State Transport ..	<i>Traffic.</i> —1/11th of duty on full pay subject to a maximum of 90 days at a time.	Three months at any one time provided it does not exceed the period calculated at 1/6th spent on duty and one year in all (half pay during leave on medical certificate).	Two years for any one disability and 5 years during the entire service. Leave salary is at half pay rates with half Dearness Allowance and House Rent Allowance. The leave salary is reduced by the amount of compensation, if any, payable under the Workmen's Compensation Act.
	<i>Technical Service (Bus Unit).</i> —1/11th of duty subject to a maximum of 90 days.	Six months at a time and one year in all.	
	<i>Technical (Workshop).</i> Earned leave on full pay equal to 1/20th of period spent on duty.	Three months at a time. May be extended for another three months on production of medical certificate and one year in all.	

It will be seen from the statement above that the workers in the technical workshops of the State Transport Department have been allowed only leave on the scale laid down under the Factories Act; the workers in other Units under the State Transport Department as well as workers in other Government industrial establishments have been allowed leave concessions on a considerably more liberal scale, in fact on a scale almost comparable with other non-industrial workers in Government service.

16. The industrial concerns in the private sector generally follow the provisions of the Factories Act under which every industrial worker who works for 240 days or more during a calendar year is allowed during the subsequent year leave with wages at 1/20th of the period spent on duty during the previous year. The period of leave that may be carried forward to the succeeding year is limited to 30 days.

17. It is desirable that the conditions in Government industrial establishments should approximate to those in the private sector. The industrial workers in Government employment have been given some privileges such as the right to form themselves into trade unions, payment for overtime work, etc., which have not been allowed to the non-industrial employees of the Government. There would therefore be ample justification for drawing a distinction between industrial and non-industrial employees of the Government and allowing the former leave privileges only on the scale laid down in the Factories Act. It may not however be fair or expedient to withdraw the more liberal leave provisions which the Government industrial workers have hitherto been enjoying. In this view, we suggest the continuance of the existing leave provisions in regard to the present employees in the Government industrial establishments. But for new entrants in the existing industrial establishments as well as new Government industrial units, we would suggest that leave provisions on the lines contemplated in the Factories Act may be applied from the outset.

18. A specific reference has been made to us about the extension of the Madras Leave Rules to some of the posts governed by the Madras State Transport Subordinate Service Rules (1957). Some of the posts governed by these rules such as General Foreman, Chief Foremen, Electrical Foremen, Time-keeper and Muster-Roll Clerk fall within the purview of the Factories Act. The incumbents of these posts are now governed by the special leave rules issued on the basis of the provisions contained in the Factories Act and rules framed thereunder. According to these rules, they earn leave at one-eleventh of the period spent on duty subject to a maximum accumulation of ninety days at one time. In addition they are eligible for leave on half pay on medical certificate for a period of one year in the whole service.

19. The application of the Madras Leave Rules to the technical supervising staff will thus be more advantageous than the existing rules. But the Madras Leave Rules, however, contravene the provisions of the Factories Act under which leave salaries will have to be paid in advance and also for unavailed portion of leave in case of discharge and termination of service or death of the employee.

20. To ensure compliance with the provisions of the Factories Act, the Director, Madras State Transport, in consultation with the Chief Inspector of Factories, has proposed that the special concessions laid down in the Factories Act might be extended by special orders of the Government. The Director's proposals thus seek to graft the specially advantageous features of the Factories Act on to the Madras Rules. If the application of the Madras Leave Rules to any class of employees contravenes the provisions of the Factories Act, the logical course will be to continue in respect of them the special leave rules already issued, which seem to be liberal enough and which generally conform to the Factories Act. We do not therefore recommend the application of the Madras Leave Rules to the posts included in Madras Transport Subordinate Rules.

CHAPTER LXXIV.

PUBLIC HOLIDAYS, CASUAL LEAVE AND HOURS OF WORK.

1. The Government have specially asked us to consider the question of reduction in the number of closed holidays and casual leave for employees of the State Government. In framing our proposals, we have been asked to take into account the recommendations of the Second Central Pay Commission in regard to these matters and also certain suggestions of the Government of Andhra Pradesh.

Besides Sundays and all penultimate Saturdays, except those of the months in which Pongal and Deepavali occur, there are now 26 public holidays of national and religious significance in the Madras State.

2. The Second Central Pay Commission which reviewed the present position in respect of public holidays for employees of the Government of India felt that there was a strong case for curtailment in the number of public holidays. They have referred to the

wide-spread feeling among the public that * “there are far too many public holidays in the country ; that these are all not now necessary for religious, or traditional, social observances in many of which the educated people, particularly are losing interest ; and that, in short, many of the public holidays are only a pretext for idleness, which the country can ill-afford”. They have therefore recommended that the number of public holidays for office staff may be reduced to 16, three national holidays, namely, Republic Day, Independence Day and Mahatma Gandhi's Birthday and thirteen religious holidays most widely observed by the communities concerned.

3. The complaint that the number of holidays for employees of Government in this country is far too many is, as observed by the Second Central Pay Commission, well-founded. In other countries, the number of public holidays does not generally exceed 9 as against 26 for employees of the State Government in this country ; even in our own country the commercial concerns in the private sector allow only 12 or 13 public holidays. In the present crucial stage of our economic development there is a clear need for greater productive effort by all sections of the people and the Governmental machinery should itself set an example. Increased output of work can legitimately be expected of the employees of Government particularly in view of the improvement in their scales of remuneration which we are suggesting ; the public, who will have to bear the additional outlay on establishment charges, are entitled to expect that additional expenditure on staff will be matched at least in some measure by increased outturn of work. We therefore agree with the Second Central Pay Commission that there is a strong case for a curtailment in the existing number of public holidays.

4. We have carefully considered how this reduction in the number of public holidays could be brought about, and feel that there are two courses of action open to us. We could make a review of the existing public holidays and cut out the unimportant religious holidays. Administratively this will be the most satisfactory way of achieving the desired reduction in the number of public holidays ; but, there is a possibility of some hardship to certain sections of employees for whom some of the religious holidays withdrawn may have special significance. Such hardship can, however, be avoided if national holidays such as the Republic Day, the Independence Day, Mahatma Gandhi's Birthday are alone declared to be closed public holidays and the employees are allowed, in addition, a certain number of optional religious holidays to be availed of at their will. This is, in fact, the course of action adopted by the Punjab Government, who have, in addition to three national holidays and three midsummer holidays, prescribed six “optional” holidays to be taken as desired by individual members of staff for religious and festive occasions. We have carefully considered whether a similar arrangement could be adopted in our State. There are religious and festive occasions such as Deepavali and Pongal which large sections of employees would like to avail of and on such occasions the offices would have to work with considerably depleted strength. Such a system may also cause serious inconvenience to the public who have dealings with Government offices. We therefore feel that the best way of bringing about a reduction in the present number of public holidays is to review the present list of public holidays and to delete a certain number of religious holidays which in our opinion are relatively less important. If, in addition, the employees are allowed a limited number of optional religious holidays, there should be no hardship to any section of the employees.

5. The Government of India have broadly accepted the recommendations of the Second Central Pay Commission on the reduction of the number of public holidays and have decided that there should be only sixteen closed holidays and two optional holidays for the year 1960. We have made a review of the current list of public holidays in the light of the decision of the Government of India and have tried to adopt their latest list of holidays with modifications to suit local conditions. Fifteen closed holidays will suffice, in our view, and they may be distributed as follows :—

	Number of days.
Pongal	2
Republic Day	1
Ramzan	1
Good Friday	1
Muharram	1
Sri Jayanthi	1
Tamil New Year's Day	1
Independence Day	1
Miladi Nabi	1
Pooja Holidays	2
Gandhiji's Birthday	1
Deepavali	1
Christmas	1
Total ..	15

* Page 407 of the Report of the Second Central Pay Commission.

The employees may, in addition, be allowed three optional religious holidays. Administratively it will be most convenient to treat these three optional holidays as special casual leave. On the recommendation of the Second Central Pay Commission, the Government of India have reduced the limit of eligibility for casual leave from 15 days to 12 days; in view of this we would also suggest that the casual leave may be nationally cut from 15 days to 12 days. But to this may be added three days of special casual leave to be availed of by the employees for religious and festive occasions for which closed holidays are not allowed. We see no serious objection to such special casual leave for religious occasions being prefixed or suffixed to normal casual leave if the employees so desire, subject to the restriction already in force that casual leave shall not be taken for more than ten days at a stretch including any intervening holidays.

6. A suggestion has been made that the holidays on penultimate Saturdays may be withdrawn and there may, instead, be one or two spells of holidays for three or four days to enable the employees to have, if they choose, a short vacation away from the headquarters. We have carefully considered this suggestion and feel that it is desirable to allow the employees two days of continuous rest at least once a month. We therefore consider that one Saturday in a month should continue to be a closed holiday; under the recent orders of the Government of India the last Saturday in every month will be a closed holiday. We feel that the State Government may also fall in line and prescribe the last Saturday of every month (in lieu of the penultimate Saturday) as a closed holiday for their offices, as it is desirable for the State and Central Government offices functioning in the same place to follow more or less the same pattern of holidays. As the number of holidays for Pongal and Deepavali has been reduced, we suggest that the last Saturday of the months in which Pongal and Deepavali occur may also be closed holidays.

7. The reduction in the number of public holidays proposed in the preceding paragraphs has been inspired by the consideration that there is need for greater output of work in Government offices. On the same consideration we are also led to review the present position regarding hours of work in the offices of the State Government. The prescribed hours of work for the offices of the State Government in the City as well as in the mufassal are generally from 11 a.m. to 5 p.m. with a break of half-an-hour for lunch; some of the City offices, however, have been allowed to work from 10-30 a.m. to 4-30 p.m. in the interests of avoiding congestion during peak hours of traffic. The total number of hours of work for the offices of the Madras Government are the lowest among all the State Governments in India, except Jammu and Kashmir. It may be noted that the offices of the Government of India work generally from 10 a.m. to 5 p.m.

8. There can be no doubt that 11 o'clock is too late an hour in the day to commence work particularly in a State like Madras with its hot climate. The hours of work in State Government offices are far less than in Government of India offices as well as in commercial houses in the private sector. We are aware that the more conscientious employees do actually work longer than the prescribed hours and that the general view among the public that the State Government employees have a lot of free time may not be altogether charitable. But a full day's work should not only be done in Government offices, but should also be generally known to be done, which may not be the case now with a 5½-hour working day. Further, what is required is greater and sustained output of work from all sections of Government employees and not merely special efforts from the over-conscientious few who may work longer than the prescribed hours. Our proposals for the improvement of emoluments and retirement benefits of Government employees would cost additional burdens on the public, who are legitimately entitled to demand that increased emoluments for State Government employees should be matched by increased work. It is very often urged that the present working hours have been fixed with reference to the dietary habits of our people and that in particular the offices cannot commence work earlier than 11 a.m. as many of the employees have their principal meal in the morning. This argument does not carry much conviction with us, as employees of the State Government are drawn from the same social groups as employees of the Government of India and employees in the commercial houses who do not seem to be particularly inconvenienced by having to attend offices earlier than 11 a.m.

9. There would appear to be a very strong case for bringing the hours of work in the offices of the State Government in line with those of Government of India offices and commercial houses, but we do not want to suggest any sharp increase in the hours of work straightway. We therefore suggest that the hours of work may be altered as from 10-30 a.m. to 5 p.m. with half-an-hour break for lunch. Even after this change the State Government employees would be working only for 6 hours a day which cannot by any standard be considered to be excessive.

CHAPTER LXXV.

FINANCIAL IMPLICATIONS OF OUR RECOMMENDATIONS.

1. The several recommendations made by us in regard to the revision of scales of pay and allowances, improvement in the retirement benefits by way of merger of dearness allowance, adoption of the Liberalized Pension Scheme, upgrading of certain posts for

improving the prospects of promotion, etc., will involve approximately an additional cost initially of about Rs. 4,91.40 lakhs and ultimately of about Rs. 7,03.91 lakhs per annum as shown below :—

	Initial cost. (RS. IN LAKHS.)	Ultimate cost. (RS. IN LAKHS.)
1 Revision of scales of pay and dearness allowance of all Government employees other than teachers.	2,30.91	3,36.77
2 Revision of scales of pay and dearness allowance of teachers under all agencies, Government, Local Bodies and Aided Institutions.	1,56.80	2,37.02
3 Revision of scales of pay and dearness allowance of employees of Local Bodies other than teachers including fixed pay posts.	44.04	54.83
4 Increase in emoluments of fixed pay establishments	2.66	2.66
5 Increase in emoluments of staff paid from contingencies	4.60	4.60
6 Increase in emoluments of work-charged establishments, etc. ..	10.91	10.91
7 Improvement in the present Scheme of House Rent Allowance ..	18.43	18.43
8 Increase in Retirement Benefits on account of merger of dearness allowance with pay.	2.63	7.90
9 Increase in Retirement Benefits on account of the proposed Liberalized Pension Scheme.	5.00*	15.37
10 Upgrading of certain posts	6.02	6.02
11 Revision of scales of Staff of Panchayat Boards (approximate extra cost).	9.40*	9.40
Total ..	4,91.40	7,03.91

* It is not possible to estimate the initial cost even approximately.

For purposes of calculating the ultimate cost on account of revision of scales of pay and allowances we have taken into account the number of posts as it stood on 1st April 1959. The ultimate cost has been worked out on the basis of the averages of the existing scales of pay and of the proposed scales of pay and related dearness allowance. The immediate cost has been worked out on an approximate basis and may actually turn out to be a little less.

2. It will be seen from the above that the additional immediate cost on account of our various proposals will be slightly less than 5 crores per annum, whereas the assurance of parity in emoluments even up to the level of the Upper Division Clerks with the employees of the Central Government will entail an immediate additional expenditure of 9 crores per annum. The additional cost of ensuring such parity will be still higher, if posts above the level of the Upper Division Clerks are also taken into account.

3. The additional cost on account of the increased retirement benefits due to the absorption of the whole or the bulk of the present dearness allowance with pay and other recommendations such as the counting of the entire period of continuous temporary service, removal of the present restrictions in taking into account the officiating pay for purposes of pension cannot be estimated with any degree of accuracy. We may however point out that the full effects of our recommendations in this regard will be felt only over a long period as the existing employees in different age groups attain the age of superannuation. Assuming that the number of employees retiring each year may not be more than 3 per cent of the total number of employees, and taking into account the total amount paid as dearness allowance at present, we have calculated the extra cost roughly at Rs. 7.90 lakhs per annum. Even this cost will be realized only over a period of three years, as pension is calculated on the basis of the average emoluments drawn during the last three years of service. But this amount will however progressively increase as existing employees retire from service.

4. We have not been able to estimate correctly the extra cost on account of the introduction of the Liberalized Pension Scheme of the Government of India in the absence of the services of an actuary. However, we have ascertained from the Government of India that when they introduced the Liberalized Pension Scheme, they had estimated the extra cost to be of not more than 10 per cent of their pensionary charges. On this basis, the extra cost on account of the adoption of the Liberalized Pension Scheme may be estimated roughly at Rs. 15.37 lakhs.

Our other proposals will not have any financial effects of a substantial nature.

MADRAS,
5th April 1960.

K. RAMUNNI MENON,
Chairman.
P. RAMAKRISHNA AYYAR,
Member.
G. RAMACHANDRAN,
Member-Secretary.

SUMMARY OF MAIN CONCLUSIONS AND RECOMMENDATIONS.

GENERAL CONSIDERATIONS (CHAPTER IV).

An efficient Civil Service is one of the essential pre-requisites of good administration and it is necessary in the public interest to evolve a pay structure which will secure for the public service the right type of personnel and foster in them the feeling that they are being adequately and fairly rewarded for their services.

In a Parliamentary democracy, the permanent Civil Servants should be above all political influence as they will be called upon to serve Governments of different political complexion. It is therefore necessary that a rational pay structure conforming to some broad principles which command general acceptance should be evolved and adhered to, irrespective of the political complexion of the Government in power for the time being.

One of the important principles which have influenced the determination of scales of pay of Civil Servants in the past is the principle of "market value" according to which "the Government should pay so much, and so much only to the employees as is necessary to attract recruits of the right standards." This principle of market value has still a large measure of validity in the determination of scales of pay of posts at higher levels and also of certain classes of technical personnel who are in short supply. But it will not be fair to the lower grades of Government servants in our country, where because of the traditional preference for service under Government, and the lack of adequate opportunities for employment in commerce and industry, the supply of labour is in excess of the demand. The labour policy of the Government since Independence, has tended to stress the fact that labour cannot merely be treated as a commodity and remunerated on the principle of market value and that the reward of labour should also be determined by moral and ethical principles. We therefore consider that the determination of emoluments of Government servants in the lower grades cannot be made purely with reference to economic considerations.

The employees have urged that the Government should assure, irrespective of the market value of labour, a minimum wage for their employees. As we interpret it, the theory of minimum wage requires that a certain irreducible minimum level of wages should be assured to employees irrespective of what would be justified on purely economic considerations or with reference to the responsibilities attached to a post. While there may be near-unanimity of opinion on the question of assuring the employees a minimum wage, there is room for difference of opinion about the level at which the minimum should be fixed and the considerations to be borne in mind in fixing such a minimum. The various employees' organizations have worked out their demand for a minimum wage in relation to certain hypothetical family budgets. The family budgets placed before us by them do not provide a safe and reliable basis for the determination of a minimum wage. The Tamilnad Non-Gazetted Government Officers' Union has urged that the minimum requirement of a working class family is Rs. 125 per mensem, and that a differential of the order of 80 per cent should be allowed over this for middle-class families and that therefore the lowest ministerial employee should get a minimum remuneration of Rs. 225 per mensem. They have also proposed separate minima for different grades of ministerial employees and have suggested that the maximum of the time-scale of different posts should be two-and-a-half times the minimum in the lowest grades and twice the minimum in the higher grades. By implication therefore they have suggested the following scales of pay for the employees at different levels :—

Unskilled labourers such as Peons—Rs. 125—312½.

Lower Division Clerks—Rs. 225—562½.

Upper Division Clerks—Rs. 300—600.

The proposals of the Non-Gazetted Government Officers' Union will entail an additional expenditure of the order of Rs. 27.74 crores per annum for Government employees alone. If these scales are made applicable, as they should be, to teachers and employees of local bodies as well the additional expenditure will be of the order of Rs. 43.84 crores per annum.

In our view, the theory of minimum wage can have reference only to the lowest level of employees. Once a minimum for the lowest level of workers has been arrived at on a proper basis, the rest of the pay structure should be determined with reference to the usual tests of maintaining proper relativities between grades within the structure, the remuneration for corresponding class of employees in other occupations, and the ability of the employer to pay. In other words, the minimum wage should only form the basis of a rational pay structure and it cannot be laid down separately for the different levels of workers.

In pressing the demands for a minimum wage, the employees have relied on certain standards of consumption laid down by nutritional experts. While these may provide a broad indication of the physical needs of workers, we feel that it will be inappropriate to fix the minimum wage solely with reference to such nutritional standards when it is recognized that a large majority of the people in this country do not enjoy such nutritional standards now and are not likely to attain such standards in a measurable distance of time.

The minimum wage proposed by the employees' associations is higher than that obtaining in the organized private sector, where there has admittedly been an improvement in the levels of earnings of workers in recent years. The employees have argued that a minimum wage higher than that prevalent in the private sector would be justified, as the State should be a "model employer". The State should be a "model employer" in the sense that it should set certain standards of fair labour practices; but we cannot take the term "model employer" to imply that the level of earnings in the Government service should be higher than the levels prevalent in the organized private sector, for that will not only impose heavy financial burdens on the community, but will also make Government servants a privileged class, economically and socially far above the rest.

In fixing a minimum wage, we cannot also overlook the fact that the economy of the State is still largely rural, and that the Government employees as well as employees in the organized industrial sector constitute only a very small section of the population. The average level of earnings of the agricultural labourers in the Madras State is only Rs. 1.24 per day or about Rs. 37 per month. Even the land-owning classes are not far better off. Next to agriculture, handloom industry is the most important industry in the State and the average earnings of a handloom weaver, according to a survey made by the Director of Statistics, is only Rs. 28 per mensem. We are aware that the Government employees working largely in urban areas and having to observe regular hours of work and a rigid discipline should be assured of a minimum wage somewhat higher than that which falls to the lot of the agricultural labourer or the small landholder or the small artisan. But, the question of minimum remuneration for Government employees cannot be considered in isolation and must necessarily be related to the economic condition of the other sections of the population, and not on the basis of hypothetical family budgets framed with reference to a standard of consumption beyond the reach of the vast majority of the people.

The Second Central Pay Commission has concluded that in the present circumstances the minimum wage could be of the order of only Rs. 80. The Tamilnad Non-Gazetted Government Officers' Union in its supplemental memorandum has urged that for the present at least the recommendations of the Second Central Pay Commission might be accepted. Their request for a minimum wage thus resolves itself into a question of parity with the emoluments of corresponding grades of Central Government employees.

DISPARITIES BETWEEN THE EMOLUMENTS OF EMPLOYEES OF STATE GOVERNMENT AND THOSE OF CENTRAL GOVERNMENT.

The disparities between the emoluments of Central and State Government employees have been the most important factor contributing to discontent among the employees of the State Government.

Even prior to 1947, there were disparities in emoluments between the employees of Central and State Governments and the difference at the level of Lower Division Clerks was, in fact, of the order of Rs. 15 per month. But, these disparities were further accentuated with the implementation of the recommendations of the First Central Pay Commission and the successive increases in dearness allowance sanctioned by the Central Government for their own employees. In spite of the increase of Rs. 17 given to lower-paid employees of the State Government during the last three years, the disparities still remain and are substantial.

The problem of disparities between the emoluments of Central and State Government employees is largely a problem of disparities among the employees of the various State Governments themselves. These disparities in the scales of remuneration among the employees of the various State Governments can be ultimately traced to the differences in economic conditions and modes of life in the different States. In a large federation like India, different States are bound to be in different stages of economic development, and standards of living are therefore bound to vary. The scales of remuneration of the State Government employees reflecting, as they should, the differences in the economic condition of the different States are therefore bound to vary. The Federal Government operating in such an environment has therefore only two courses open to it. It can fix a uniform level of remuneration for its employees working in different States with reference to, what may be considered, a national average arrived at as a result of a broad comparison

of the economic condition in different States and the levels of remuneration in the private sector in the different States. Or alternatively, it can remunerate its employees working in different States on the same lines as that of employees of the State Governments engaged on identical duties. The Central Government have chosen the first alternative of fixing the remuneration of its employees on a uniform basis without regard to the State in which they might be working.

The aim of our economic planning is to bring about uniform development of the Indian economy by giving special assistance, if need be, to economically backward States. To the extent that the regional disparities in development are ironed out and standards of living are improved as a result of the implementation of the Five-Year Plans, it will be possible to ensure identity in the scales of remuneration of the employees of different State Governments and therefore as a necessary consequence also ensure parity between the State and Central employees. But, till such uniformity in the economic conditions of different States is attained, some measure of disparities between the employees of different State Governments themselves on the one hand, and between the employees of the State Governments and the Central Government on the other is inevitable. It should be remembered that there are wide variations even in the earnings of workers in the private sector in different States, and the average earnings of factory workers in Madras are lower than the all-India average earnings of similar factory workers. The average of the earnings of the factory workers of Madras in 1957 was Rs. 978.9 per annum against the all-India average of Rs. 1,233.9 per annum. We have therefore to fix the scale of remuneration of the employees of the State Government with reference to the economic condition of the State, no doubt keeping in view the rise in the cost of living.

The assurance of parity even in the initial emoluments for State Government employees, teachers and employees of local bodies up to the level of Upper Division Clerks will entail an immediate additional cost of over Rs. 9 crores per annum; to this should be added the immediate additional cost inevitable on account of the adjustments in the scales of the posts above the level of the Upper Division Clerks. On financial considerations, too, the request for parity in emoluments with the employees of Central Government has to be rejected as impracticable in the present circumstances.

We have, however, sought to ensure that the disparities between Central and State Government employees in respect of emoluments are reduced to a much lower level.

It should also be remembered that there are certain special advantages enjoyed by the State Government employees which, to a certain extent, will serve to offset the disparities that may still remain between the employees of the two Governments. Firstly, the lower-paid employees of the State Government have been granted certain educational concessions whose value, though it may be difficult to compute in monetary terms, is nonetheless substantial particularly for an employee with a large family. Secondly, the Central Government servants working in places other than the Madras City, do not get a House Rent Allowance, whereas employees of the State Government drawing a pay up to Rs. 150 working in Municipal areas and even at Taluk Headquarters are getting a House Rent Allowance. We are proposing the extension of this concession to most of the Non-Gazetted employees in all the bigger Municipalities. This will serve to further minimise the differences in emoluments between State and Central Government employees working in the bigger urban areas outside the Madras City.

We would also like to stress the fact, which is often lost sight of in the frequent comparisons between the State and Central Government employees, that the prospects of promotion for employees under State Government are far brighter than for comparable grades of employees under Central Government. If comparison is to be made between Central and State Government employees, after all the comparison should be made not merely in respect of pay, but also in terms of the whole career prospects of employees of the Central and the State Governments and when such a comparison is made, we are sure that the disparities in pay that may still remain between the Central and State Government employees will appear less unacceptable than they would otherwise be.

We would strongly urge for the acceptance by the Governments both at the Centre and in the State, of the suggestion of the Second Central Pay Commission that a scheme of recruitment to the Central Services particularly in Class III and Class IV, from among employees of State Government should be worked out in detail and accepted. Such a scheme of recruitment will secure for the Central Government a better type of employees than they are now getting through the Employment Exchanges. It will also provide avenues of advancement for the lower-paid employees of the State Government, who may then reconcile themselves more readily to some measure of disparity in the scales of emoluments under Central and State Governments.

The minimum wage of Rs. 80 recommended by the Second Central Pay Commission is not capable of immediate adoption in evolving a structure of pay for the employees of the State Government. In 1939, the normal year before the Second World War, the minimum remuneration of a Last Grade Government servant was Rs. 12. To a specific question from us, the representatives of the Madras Last Grade Government Servants' Association, some of whom had been in service in 1939, conceded that they were quite satisfied with the remuneration of Rs. 12 in 1939. The cost of living index for Madras for 1959 was on the average 429, and providing for full neutralisation for the rise in the cost of living, a wage which would in real terms be equivalent to the wage in 1939, would be Rs. 51.48. Keeping in view the need for some improvement in the standards of living, a minimum wage of Rs. 60 for an employee drawn from the working classes like a Peon would be fair and adequate.

Though we do not concede that any rigid relativity should be maintained between the minimum remuneration, of manual and clerical staff, having regard to the differences in modes of living of the two classes of employees, we consider that with a minimum remuneration of Rs. 60 for a Last Grade Government servant, the minimum remuneration for an employee like the Lower Division Clerk would be Rs. 100. The revised pay structure which we have evolved is thus based on these two propositions, viz., that the minimum remuneration of a Last Grade Government servant drawn from working classes and engaged on unskilled work would be Rs. 60 and that of an employee like a Lower Division Clerk would be Rs. 100.

HIGHER SALARIES.

The highest salary allowed to officers under the rule-making powers of the State Government is now Rs. 1,800 which is also the maximum of the senior time-scale of the Indian Administrative Service. Many of the posts rising up to this maximum are technical posts and we are convinced that any reduction in the scales of these posts cannot be undertaken without a serious lowering of our traditional standards of efficiency. We have, however, left the emoluments of the higher posts unaltered and have substantially raised the maximum of the lower paid staff such as Peons and Lower Division Clerks. This will appreciably reduce the disparities between the minimum and maximum pay under the State Government. We are of the view that any further reduction of disparities is not possible.

PRINCIPLE OF FAIR COMPARISON.

Many of the employees' associations have urged, that in evolving a structure of pay on the basis of a minimum wage for the lower grades of employees, due regard should be paid to remuneration for comparable categories of staff in outside employment and have cited in support the principle of "fair comparison" laid down by the Priestley Commission in the United Kingdom. The principle of fair comparison is not capable of application in practice as outside employments exhibit considerable variations among themselves. Further, it will not, in our view, be a correct application of the principle of fair comparison to fix the rates of remuneration of Civil servants only with reference to the remuneration of the few big well-established units in the private sector which because of their monopolistic position or otherwise are able to offer their labour scales of remuneration above the general average in the economy as a whole. The Priestley Commission which laid down the principle of fair comparison itself considered that the Civil Service should be a good employer not in the sense that it should be among those who offer the highest rates of remuneration, but that it should be among those who pay somewhat above the average.

THE PRINCIPLE OF EQUAL PAY FOR EQUAL WORK.

Another principle which has been stressed by the service associations is that there should be "equal pay for equal work". This principle is valid to the extent that by and large, work of equal responsibility should be rewarded equally. But, it has to be applied with circumspection and in judging whether the work done by any two classes of employees is equal, one should not be guided purely by the designation of the posts, as the responsibilities may vary. Further, even where the work done by two classes of employees is the same, an employee with superior qualifications may do the same work better than another with lower qualifications, and if Government on broad administrative considerations decide that some of the posts in a class should be held by persons with higher qualifications than generally prescribed for the class, a differentiation in pay for the higher qualified person will be defensible.

The question of parities between posts in different departments is one of the most delicate issues with which we have been faced. We have examined in detail the request for parities put forward by the different sections of employees in different portions of our

report. But, we would only like to point out here that while we have tried to provide fair remuneration for the different classes of employees and have sought to ensure that persons with the same qualifications and responsibilities are treated alike, we have been reluctant generally to accept comparisons of the work done by personnel in different departments, for such comparisons are very difficult to establish in practice. We are of the view that undue importance should not be attached to parities as between posts in different departments or what are called "horizontal relativities", as the work in different departments varies and as the organizational structure of the various departments and prospects of promotion are also different, thus vitiating comparison between particular levels in the different departments.

RATIONALISATION OF THE PAY STRUCTURE.

One of the main points of criticism urged against the existing pay structure in Madras is that it is unnecessarily complicated and needlessly cumbersome and that the multitude of scales of pay now in force will admit of considerable simplification and rationalisation. We have attempted to simplify the existing numerous scales of pay and have reduced them to a more manageable number. We have sought to evolve more satisfactory scales of pay for the more numerous and important categories of staff and have sought to fit in other staff in one or other of the standard scales so arrived at keeping in view the qualifications and responsibilities, attached to the post. We have, however, not been able to accept the demand of some of the Employees' Associations that the number of scales should be reduced to as low a figure as six or eight. Such rationalisation cannot be attempted except at undue cost to the exchequer. We have reduced the present multiplicity of scales by applying the principle of "broad-banding", that is, we have taken the view that where different posts carry roughly the same level of responsibility they should have the same pay and that no attempt should be made to mark minor differences in the content of work by minor differences in the rates of pay.

In evolving a rational pay structure subject to the considerations set out above, we have examined questions such as the appropriate length of time-scales and the appropriate relationship between the minimum and the maximum of time-scale and the appropriate rates of increments within a given time-scale. The Employee's Associations have generally urged that the maximum of any time-scale should be two-and-a-half times the minimum in the lower grades, and twice the minimum in the supervisory grades. But we consider that the maximum of any post should be fixed with due regard to the responsibilities attached to the post and cannot, therefore be determined as a definite and irrevocable multiple of the minimum. The minimum as well as the maximum should alike be fixed on a balancing of the interests of the employee and the interests of the community, and while providing a fair remuneration to the employee to meet his needs should not be seriously out of proportion to the responsibilities attached to the post.

As regards the length of the scales of pay, we have generally drawn a distinction between posts to which initial recruitment is made and posts which are filled largely by promotion. We have found that many of the existing scales are unduly long and persons either retire before reaching the maximum or secure promotion to higher posts. We have abridged all the existing time-scales in the view that normally a fifteen-year scale would suffice and that a twenty-year scale may be necessary only for categories from which there are virtually no prospects of promotion. As regards increments, we have provided for annual instead of biennial increments in our revised pay structure for all employees, gazetted and non-gazetted alike. We have not considered it necessary to impose any efficiency bar at any stage of the time-scale as such efficiency bars will in practice generally become inoperative. We are of the view that the present provisions for the withholding of increments or promotions are adequate to keep employees on their mettle and there is no need to have an efficiency bar.

SPECIAL CONSIDERATIONS FOR TECHNICAL SERVICES.

Certain special considerations arise in the determination of the scales of pay of technical services. In the past, the Government would appear to have attached greater importance to what may be called "security services" than to what may be called "developmental services." One of the important objectives since Independence has been to transform what was essentially a Police State discharging a minimum of functions into a Welfare State. The promotion of a Welfare State naturally casts greater responsibilities on personnel engaged in development departments and in evolving our new pay structure we have therefore sought to ensure more satisfactory levels of remuneration for the technical staff of the development departments. We have generally given a larger order of increase for the technical staff engaged in nation-building activities. In proposing

such increases we have not also been uninfluenced by the fact that there is now a shortage of technical personnel offering themselves for employment under Government in the various development departments. In evolving our new pay structure we have, therefore, treated the various technical services on a basis somewhat different from non-technical services.

DEARNESS ALLOWANCE (CHAPTER V).

In any scientifically conceived pay structure, dearness allowance can come in only as a balancing factor to meet the rise in the cost of living above a base level, and a system under which this balancing element is disproportionately large in relation to total remuneration is on the face of it unsound. The total remuneration of a Peon is now made up of a basic pay of Rs. 18 and a dearness allowance of Rs. 35. The present apportionment of emoluments into pay and dearness allowance is thus very unrealistic and unscientific. Apart from this, the existing division of emoluments into pay and dearness allowance is also unfair to the employees, as the disproportionately large element of dearness allowance affects adversely their retirement benefits. In pressing for a revision of the existing scheme of dearness allowance the employees have made two main requests—(i) the bulk or the whole of dearness allowance should be absorbed in basic pay and (ii) for the future there should be a formula for the automatic adjustment of dearness allowance with variations in the cost of living.

Any decision in regard to the merger of the whole or a portion of the dearness allowance with pay has necessarily to be taken with reference to past trends in prices and a reasonable forecast of trends in the near future. We consider that it would be safe to accept the assumption of the Second Central Pay Commission that the general price level will not fall below the level in 1949 (i.e.) it will not fall below 100 points in terms of the All India Consumer Price Index Number (Base 1949 = 100). The average of the All India Consumer Price Index Number for Madras City during 1958 was 124 and during 1959 it has ranged from 127 to 139. Our recommendations in regard to total emoluments may therefore be taken as related to an index of 125-130, and if the basic pay is to be determined with reference to the requirements of an index of 100 points, the total emoluments may have to be split as basic pay and dearness allowance in the proportion of 4 : 1. On this basis, the minimum remuneration which we have suggested for a Peon, viz., Rs. 60, will have to be split up as a basic pay of Rs. 48 and a dearness allowance of Rs. 12. It would be possible for us to work out for other posts also an apportionment of the emoluments into basic pay and dearness allowance in the same proportion, but this procedure would result in odd scales of pay and the rates of dearness allowance would also vary for posts at different levels. We have concluded that the best course would be to keep the new rates of dearness allowance in line with the rates of dearness allowance fixed by the Central Government in pursuance of the recommendations of the Second Central Pay Commission and redetermine the basic pays of the different posts. This procedure would confer on the employees somewhat greater advantages than the apportionment of emoluments between pay and dearness allowance in the ratio of 4 : 1 which alone may be considered scientific. In thus adopting a more liberal formula for the determination of basic pay, we have been guided by the practical consideration that the structure of dearness allowance rates should be as simple as possible and should also be in line with the rates of dearness allowance of employees of Central Government. In bringing about uniformity of rates of dearness allowance for employees of State Government with those of Central Government for their employees, we will be restoring the position prior to 1946. The rates of dearness allowance for employees of the State Government having thus been brought in line with Central rates, we would also strongly urge that any increase in the rates of dearness allowance for Central Government employees should hereafter be followed by an increase in the rates of dearness allowance for the employees of the State Government.

The formula adopted by us for the fixation of new rates of dearness allowance will result in the absorption of bulk of dearness allowance in basic pay. The increase in basic pays of the posts at different levels, as a result of the merger of dearness allowance and otherwise will be the highest at the lower levels and for other posts it will generally be in a proportion varying inversely with pay, as will be clear from the following table :—

Name of the post.	Present minimum basic pay.	Future minimum basic pay.	Increase in basic pay.
(1)	(2)	(3)	(4)
	RS.	RS.	
			PER CENT.
Peon	18	50	178
Police Constable	30	65	117
Lower Division Clerks	45	90	100
Upper Division Clerks	80	125	56
Deputy Collectors	300	375	25
Superintending Engineer	1,000	1,100	10

We are aware that the absorption of the bulk of dearness allowance with pay will substantially increase the pensionary liabilities of the Government. But we have no hesitation in urging that the financial implications involved in this merger of dearness allowance with pay should be faced, as the present apportionment of emoluments into pay and dearness allowance is unrealistic and cannot any longer be upheld on a rational basis. As regards the other request for automatic adjustment of rates of dearness allowance with reference to the price level, the Second Central Pay Commission has advised against any such arrangement for automatic adjustments and we accept their conclusions.

Following the revised rates of dearness allowance proposed by the Second Central Pay Commission, we therefore suggest that employees of State Government, teachers and employees of local bodies drawing pay up to Rs. 300 in the *new* scales of pay should be paid dearness allowance at the following rates :—

Basic pay.	Dearness Allowance.
	RS.
Below Rs. 150 ..	10.
Rs. 150 and above but below Rs. 300.	20.

There should be a marginal adjustment for employees drawing a pay of Rs. 300 and above but below Rs. 320.

We endorse the views of the Second Central Pay Commission in regard to variation in rates of dearness allowance in future in the event of a substantial and persistent rise in prices, or a substantial fall in prices. In view of the centralized direction of our economy, the price level and cost of living in Madras will generally follow the all-India trends, and it would therefore suffice in practice if the State Government vary the rates of dearness allowance of their own employees in accordance with the variations in the rates of dearness allowance for employees of the Central Government in pursuance of the recommendations of the Second Central Pay Commission. The State Government should impress on the Central Government that decisions on rates of dearness allowance should in future be taken in consultation with the State Governments and that financial assistance should be extended to them to enable them to sanction increases in dearness allowance to match any increases that may be decided on from time to time by the Central Government for their own employees.

It will be seen that following the pattern of dearness allowance for employees of the Central Government, no dearness allowance has now been proposed for employees with basic pay of over Rs. 300. We have therefore fixed the basic pay of employees above this level with reference to relevant considerations among which the most important is of course their present emoluments, pay and dearness allowance included.

FINANCIAL RESOURCES OF THE STATE (CHAPTER VI).

We do not accept the view advanced by a section of the employees that “ wages should not be related to the resources of the State.” We consider that the “ ability to pay ” of the State is an important factor to be taken into account in settling the pay structure of its employees. We also consider that the needs of the development programmes as embodied in the Second and Third Five-Year Plans should also be borne in mind in suggesting improvements in the emoluments of different grades of Government servants, and that the contention of the employees that the outlay on higher emoluments for staff should itself be treated as part of the plan expenditure cannot be accepted. We have made a detailed analysis of the trends of receipts and expenditure on Revenue Account since 1947-48, including the financial assistance received from the Centre, and on certain broad assumptions in regard to the yields of the principal State Taxes, and the Central taxes shared with the State and also the likely size of the Third Five-Year Plan, we consider that an additional expenditure on establishment, of the order of Rs. 25 crores would alone be justified during the third Five-Year Plan period. We have framed our proposals for improvement in the emoluments, retirement benefits and compensatory allowance of Government servants, teachers and employees of local bodies with this limit in view.

SCALES OF PAY OF CERTAIN COMMON CATEGORIES OF STAFF (CHAPTER VII).

LAST GRADE SERVANTS.

We recommend a revised scale of Rs. 50—1—60 for the Last Grade Servants. This will mean that a Peon who cost the Government Rs. 12 in 1939 will hereafter cost the Government Rs. 60; with the merger of the bulk of dearness allowance with pay, the pensionary liabilities on account of peons will also rise sharply. We therefore consider that a radical re-examination of the current notions in regard to the scale of requirements of peons is necessary. The present ideas in regard to the scale of requirements of peons

are a legacy of the past when labour was cheap and a man's position in society was indirectly determined by the number of retainers he had. These ideas need a radical revision and a bold and imaginative programme of reduction in the present strength of peons has to be pushed through. The present scale of employment of peons for offices is reasonable. But, in large offices such as the Secretariat, Board of Revenue and offices of Heads of Departments where there is a concentration of officers within a compact area, there may be no need to provide a separate peon for every officer's room. As regards peons posted for duty at officers' residences, we feel that a distinction could be made between officers who are obliged to receive visitors at their residences on official business and those do not have to receive such visitors. In the City, officers have seldom to receive visitors on official business at their residences, and with the expansion of the existing facilities of residential telephones to a larger number of officers in the City it will be possible also to provide for satisfactory arrangements for the disposal of urgent business outside office hours. We therefore recommend that no officer in the City including Secretaries to Government and Heads of Departments need be given any peon for duty at his residence. In the districts, telephone facilities have not developed to the same extent as in the City, and the officers have still to receive visitors on official business at their residences. We do not therefore recommend the withdrawal of residence peons for officers serving in the mufassal. But the number of peons allowed to touring officers may be reduced from two to one. The number of peons allowed to Collectors may also be reduced by one. Touring Non-Gazetted Officers should be given personal peons only if they have "coercive" functions to discharge such as collection of revenue and detection of offences. Non-Gazetted Officers of Development Departments should not normally need the services of personal peons. The programme of reduction of peons may be implemented without causing hardship to those already in service. The peons rendered surplus to requirements may be absorbed in future vacancies arising in the district in which they may be employed. To facilitate this absorption, a ban may be imposed on fresh recruitment to the category of peons in all the offices including the commercial undertakings under the State Government. We also suggest that in view of the higher standards of literacy among peons these days, direct recruitment to the category of Attenders should be stopped and peons who are educationally or otherwise qualified to hold posts of Attenders should be promoted to the future vacancies in the ranks of Attenders. We consider that the whole category of peons will eventually have to be re-organized into two main classes. One class will attend to messenger-duties, and also what may be compendiously termed, watch and ward duties, and the other class will assist the clerical staff and officers in routine work incidental to the despatch of papers, etc., that is, the kind of work now entrusted to the Attenders.

ATTENDERS.

We recommend a revised scale of Rs. 55—1—70 for Attenders.

DRIVERS.

Drivers are now on different scales of pay. We consider that there is no justification for the present multiplicity of scales of pay for drivers and that it will be appropriate to have only two scales of pay for them—one for the drivers of light vehicles and the other for the drivers of heavy vehicles. The drivers of light vehicles may be allowed a lower scale of Rs. 70—1—80 and the drivers of heavy vehicles a scale of Rs. 75—1—85. The drivers of the Secretariat are now on special scales of pay. We consider that there is no justification for this distinction.

LOWER DIVISION CLERKS.

We recommend a revised scale of Rs. 90—4—110—3—140 for the Lower Division Clerks. In recent years there has been a decline in the recruitment of Graduates to the posts of Clerks. As we consider it desirable to attract graduates in larger numbers, we recommend that they may be given three advance increments instead of two as at present.

Many of the Heads of Departments and other senior officers have expressed concern over the decline in the standards of efficiency of the ministerial staff. The increased emoluments now suggested may help to attract candidates of better calibre and thus improve the efficiency of the departments. But the full benefits of the present revision of scales of pay will be realized only if satisfactory arrangements are made for the training of ministerial staff in the discharge of their duties. In our view, the old notion that a candidate fresh from school or college can straightway be entrusted with independent responsibilities as a Clerk and allowed to learn his work in the hard way is no longer valid as the higher supervisory staff have no longer the time, as in the past, to instruct the beginners in the essentials of their work. The new clerks are now largely left to their

own wits and have to learn their work, if at all, as they get along. We consider that there should be a two-pronged programme for the improvement of the efficiency of the clerical staff. First, there should be a suitable scheme of training for all new entrants to the clerical service and secondly, there should be a suitable departmental test at the end of the first year of a Clerk's service to ascertain whether he has equipped himself with sufficient knowledge of his work to be useful to the organization in which he serves. To this end, we suggest that the Government should take on hand the compilation of a Manual of General Administration which, within a short compass of about 200 to 250 pages will introduce a Clerk to the rudiments of administration and equip him with that basic knowledge of the principles and procedures of Governmental organization without which he cannot become a useful civil servant. A pass in a test on this Manual of General Administration should be prescribed as a condition precedent to the declaration of probation and the earning of any increment in the time-scale; failure to pass the test within two or three attempts should entail discharge from service. An advance increment may be allowed to all those who pass the test within the period of probation. This test may be prescribed for all Lower Division Clerks and directly recruited Upper Division Clerks including the Clerks in the Secretariat.

We also suggest that a scheme of cash rewards, on the lines of the scheme now in force in the Revenue Department in respect of Revenue Tests, may be extended to other important departments.

TYPISTS AND STENO-TYPISTS.

The Typists and Steno-typists are now on the same scale of pay as the Lower Division Clerks and get, in addition, a special pay depending on their special qualification in Typewriting or Shorthand as the case may be. We do not suggest any change in the existing arrangements. We also feel that the existing rates of special pay for these two categories are adequate.

UPPER DIVISION CLERKS.

They are now on two scales of pay—one on Rs. 80—5—110—3—125 for 'A' Class offices in the City and other on Rs. 80—5—110 for 'B' class offices in the City and offices in the mufassal. We consider that there is no justification for two scales of pay for the same category and that the distinction, if any, in the nature of work in different offices may, more appropriately, be recognized by allowing a larger number of Upper Division Clerks' posts to the more important offices. We therefore recommend a uniform scale of Rs. 125—5—175 for the grade of Upper Division Clerks in all offices in City and in the districts.

Representations have been made to us about the variations in chances of promotions available to the ministerial staff in different departments. While in the Revenue Department a Clerk can secure promotion to higher supervisory non-gazetted posts and even gazetted posts of Deputy Collectors and Collectors, in many of the other departments they have very limited chances of promotion. In the technical departments, in particular, the ministerial staff have generally very poor chances of promotion. While a complete equalisation of chances of promotion in different departments is not possible, we consider some attempts will have to be made to improve the opportunities for promotion in some of the departments of the State Government. Of the various factors which influence the pace of promotions in the clerical cadres, the most important is the proportion of Upper Division Clerks to Lower Division Clerks. This proportion varies widely in different departments of the Government. The proportion of Upper Division to Lower Division posts is particularly low in departments like Registration, Judicial and Education. We feel that the present unequal distribution of Upper Division and Lower Division Clerks should be redressed and that the proportion of Upper Division to Lower Division in those departments, where it is now very limited, should be raised. It is obviously difficult to lay down a rigid proportion between Upper Division and Lower Division posts as it will have to be determined on a detailed analysis of the duties attached to clerical posts in the different departments. But, taking a very broad view of the problem, we consider that a proportion of 1 : 3 between Upper Division and Lower Division Clerks is required even in departments where the work is considered to be fairly routine.

SUPERINTENDENTS.

Superintendents are now in two grades known as Junior Superintendents on Rs. 140—5—190, and Senior Superintendents on Rs. 190—10—240. Besides, there are a few posts of Superintendents on Rs. 250—10—300 in the offices of the bigger Heads of Departments. We consider that the present distinction between Junior and Senior

Superintendents cannot be justified with reference to variations in the nature of work in the different sections. We also consider that the work of supervision is in essence the same. We therefore recommend that the two categories of Junior and Senior Superintendents may be combined and placed on a revised scale of Rs. 180—5—200—10—300. This uniform scale will improve the prospects of advancement of ministerial staff and this should be welcome to them particularly in technical departments where the ministerial staff have no chances of promotion to higher executive posts. The ministerial posts other than those of Junior Superintendents now on Rs. 140—5—190 may be placed on the revised scale of pay in the combined category of Junior and Senior Superintendents provided certain conditions specified by us are satisfied. For the Senior Superintendents now on Rs. 250—10—300, who may hereafter be re-designated as Superintendents (Selection Grade) we propose a revised scale of Rs. 325—15—400.

In the technical departments there are very few gazetted posts to which the ministerial staff can aspire for promotion. We find that even the few non-technical posts of Gazetted Assistants are often filled by transfer of personnel from Secretariat or elsewhere. We recommend that all posts of non-technical Gazetted Assistants in the offices of the Heads of Departments should be filled only by promotion from among the ministerial staff of the department.

THE SECRETARIAT (CHAPTER VIII).

The higher scales of pay now allowed to the staff in the Secretariat have been a source of grievance to the staff outside. We have examined at length this issue of differentiation in emoluments between Secretariat staff and outside staff and have concluded that having regard both to the qualifications prescribed for the posts in the Secretariat and the nature of work, the present differentiation is necessary and justified, and that the Secretariat staff should be allowed as hitherto higher scales of pay than the staff of the same nomenclature in outside offices. We, however, feel that this differentiation can be made only from and above the level of the Upper Division Clerks. There is no need for differentiation in emoluments between the Secretariat and outside offices, at the level of the Lower Division Clerks. We also suggest that as a measure of encouragement to ministerial staff in outside offices, a certain percentage of posts of Upper Division Clerks in the Secretariat should be filled by transfer from other offices.

We have considered the request of the Secretariat staff that they should be assured the same scales of pay as in the Central Secretariat. On financial and other grounds it has not been possible for us to ensure parity for State Government employees with Central Government employees working in the same place. *A fortiori* the request of Secretariat staff for parity with staff of the Central Secretariat has to be rejected as impracticable, as comparison is here sought to be made between staff working in different places. The headquarters organisation of a Federal Government, which has to draw its staff from all parts of the country and which under the scheme of distribution of powers under the Constitution deals with matters of national importance should generally be remunerated on a more liberal scale than the corresponding staff of State Governments. It is on this account that there has always been some degree of differentiation in emoluments between the staff of the Central Secretariat and those of the State Secretariat, and the request for parity with Central Secretariat staff is thus not also supported by facts. We recommend the following revised scales of pay for some of the more important categories of staff in the Secretariat :—

Lower Division Clerks	..	..	..	Rs. 90—4—110—3—140 with three advance increments for graduates.
Typists and Steno-typists	..	..	..	The same scale as above with special pays as at present.
Upper Division Clerks	..	..	..	Rs. 140—10—240.
Personal Clerks to Ministers	..	..	..	Rs. 140—10—240 with special pays as at present.
Superintendents	..	..	..	Rs. 250—25—500.
Assistant Secretaries	..	..	..	Rs. 550—40—750—50—800.
Deputy Secretaries (non-I.A.S.)	..	..	..	Rs. 900—50—1,200.

AGRICULTURE DEPARTMENT (CHAPTER XIII).

In view of the important contribution which agricultural scientists can make to the solution of the food problem, their request for higher emoluments is reasonable and has to be conceded. But we are unable to concede the demand of Agricultural Demonstrators for parity with Veterinary Assistant Surgeons, as the Agricultural course is shorter than the Veterinary course. A lower initial pay than that of Veterinary graduates will suffice for the Agricultural graduates. Likewise, some difference in the maximum will have also

to be maintained between Agricultural Demonstrators and Veterinary Assistant Surgeons, as promotions are somewhat slower in Veterinary Department. We therefore consider that a revised scale of Rs. 200—10—250—15—400 will be adequate for the Agricultural graduates. M.Sc. degree holders may be allowed two advance increments in the proposed scale.

The initial pay of the District Agricultural Officers was not raised, as might have been expected, when the maximum of the Upper Subordinates was raised to Rs. 270. Keeping in view the revised scale proposed for Upper Subordinates, we recommend a scale of Rs. 375—25—800 for District Agricultural Officers and other technical officers that have been grouped with them.

The present scale of pay of Deputy Directors of Agriculture overlaps that of District Agricultural Officers to a considerable extent. While a certain amount of overlapping in scales is permissible, it will be unrealistic to have unduly overlapping scales as in practice every promotee will, on promotion, have to be given a higher initial pay in the scale prescribed for the higher posts. In keeping with the revised scales proposed by us for the District Agricultural Officers, the initial pay of Deputy Directors of Agriculture has to be raised. Even otherwise, Deputy Directors and other comparable officers like Crop Specialists are now engaged in work of vital importance to the nation and consistently with our general principle of giving technical personnel the recognition that is overdue, we feel that the present emoluments of Deputy Directors of Agriculture have to be stepped up. We accordingly propose a revised scale of Rs. 600—30—900 for them.

The following scales are suggested for posts above the level of Deputy Directors of Agriculture :—

Joint Directors	Rs. 900—50—1,100.
Dean and Additional Director of Agriculture ..	Rs. 1,200—50—1,400.

As regards posts in the Agricultural Engineering Branch, Agricultural Engineering Supervisors should be allowed the same scale of pay as that proposed for the Supervisors in the Public Works Department. Early action should also be taken for the regularisation of the services of the Supervisors continuing on a temporary basis for a long time, and credit should be given for such temporary service in determining the dates of their regularisation. They may also be allowed increments even during "emergency" appointments, as in the case of Supervisors in the Public Works Department.

All the posts of Assistant Agricultural Engineers may be reserved exclusively for promotion from among Supervisors in the department.

We suggest the following revised scales of pay for the higher posts in the Agricultural Engineering Wing :—

Assistant Agricultural Engineers	Rs. 350—25—650.
Assistant Directors (Drilling)	Rs. 350—25—650.
Deputy Director (Drilling)	Rs. 600—30—900.
Professor of Agricultural Engineering	Rs. 600—40—1,000.

ANIMAL HUSBANDRY DEPARTMENT (CHAPTER XIV).

The demand of Veterinary staff for parity with medical personnel has to be rejected as impracticable in the present circumstance. The Medical course is longer than the Veterinary course, and there is a more pronounced shortage of doctors than veterinarians—a shortage which from the point of view of Government is further aggravated by the fact that for the medical men there is a definite choice open between Government service and private practice. The scales of pay of medical personnel should, therefore, be necessarily fixed at a level higher than that of the veterinarians. We feel that a scale of Rs. 225—10—275—15—425 would be appropriate for the Veterinary Assistant Surgeons.

We suggest the following scales of pay for the higher posts in the department :—

District Veterinary Officers	Rs. 375—25—800.
Professors and Readers of Veterinary College.	Rs. 600—30—900.
Professors of Post-Graduate Courses	Rs. 700—40—900—50—1,000.
Deputy Directors and Principal, Madras Veterinary College.	Rs. 900—50—1,100.
Director of Animal Husbandry	Rs. 1,200—50—1,400.

We expect that with the coverage of the entire State with the Community Development Programme, the need for Veterinary and Livestock personnel will rise sharply; apart from the setting up of a larger number of Veterinary Institutions in response to popular demand, each Block will need an Extension Officer for Animal Husbandry. We feel that with the existing facilities for the training of Veterinary graduates it will not be possible to man all the posts of Extension Officers in Animal Husbandry with Veterinary Assistant Surgeons. In any case, for the type of work which an Extension Officer has to do, perhaps an agency less technically qualified and therefore less costly, would suffice. The Veterinary Assistant Surgeons may be needed for only Veterinary dispensaries or hospitals. We therefore consider that there is *prima facie* a need for the revival of the two-year diploma course in Animal Husbandry, and that these diploma holders could progressively replace the Stockmen as Extension Officers in Animal Husbandry. For Stockmen and Veterinary and Livestock Inspectors we recommend the following scales of pay :—

Stockmen	Rs. 100—4—120—3—150.
Veterinary and Livestock Inspectors ..	Rs. 140—5—220.

REVENUE DEPARTMENT (CHAPTER XV).

One of the special features of this department is that it draws its executive personnel largely from the ranks of the ministerial staff, who thus have much better prospects of advancement than the staff in any other department of the Government. There is no direct recruitment above the level of the Lower Division Clerks and below that of Deputy Collectors in the Revenue Department, except for a very limited direct recruitment to the category of Probationary Revenue Inspectors. In view of the enormous expansion of the department in recent years, and having regard in particular to the increase in the number of executive posts in the department, we consider that some measure of direct recruitment of persons with higher qualifications, such as a University Degree, is needed at a level above that of the Lower Division Clerks, so that the higher executive posts of the department can eventually be held in a larger measure by persons with better qualifications than the ordinary Lower Division Clerks. We therefore suggest that direct recruitment to the posts of Upper Division Clerks may be made up to one-third of the total number of permanent vacancies in the district, subject to a minimum of at least two posts for each district, except the districts of Kanyakumari, Nilgiris and Madras. Keeping in view the long term prospects of integration of Revenue and Community Development Departments, we suggest that these directly recruited Upper Division Clerks may be given suitable training also in development work during the period of training. Much of the work now being attended to by the Revenue Department, in its capacity as the general administration department, is progressively devolving on the Community Development Organisation and this process will be further accelerated with the formation of Panchayat Unions and the entrustment of more powers to them in pursuance of the policy of democratic decentralisation. This development lends urgency to the formulation of measures for the integration of the personnel of the Revenue Department and the personnel of the Community Development Department. We have indicated in some detail in our report the lines on which such integration could be effected.

The following scales of pay are suggested for some of the important categories of posts in this department :—

Taluk Head Accountants	}	Rs. 150—5—200.
Head Clerks of Divisional Offices		
Magisterial Head Clerks		
Huzur Head Accountant		Rs. 200—5—240—10—270.
Deputy Tahsildars		Rs. 200—5—240—10—270.
Tahsildars		Rs. 250—15—400.
Deputy Collectors		Rs. 375—25—800.

We have examined at some length the question whether there is need for gazetting the posts of Tahsildars and have concluded that there is no administrative advantage in gazetting these posts. In future, the responsibilities of the Tahsildars may be considerably attenuated with the devolution of greater powers to the Panchayat Unions. The gazetting of their posts will therefore be inappropriate at this stage.

We have considered the request for the creation of a selection grade of Deputy Collectors but do not recommend it. The present eight-year limit for promotion from among Deputy Collectors to the Indian Administrative Service causes hardship to the promoted Deputy Collectors in view of the considerable delay in the regularisation of their appointments. We suggest that the limit of eight-year service fixed for promotion to the Administrative Service may be determined with reference to the date of first appointment to the posts of

Deputy Collectors in all cases except those in which the first appointment was purely of a short term or of an emergency nature. We also suggest that concrete proposals may be framed for avoiding delays in the regularisation of services of Deputy Collectors.

OFFICE OF THE BOARD OF REVENUE.

It has been urged before us that the office of the Board of Revenue now functions virtually as a subordinate Secretariat and that therefore the scales of pay of the ministerial staff, and particularly those of Superintendents, should be comparable to those in the Secretariat. It may not be administratively expedient to distinguish the office of the Board of Revenue from that of other Heads of Departments and allow the staff of the Board of Revenue alone parity with Secretariat staff. We, however, consider that the proportion of posts of Superintendents (Selection Grade) should be somewhat higher in the office of the Board of Revenue than in other offices. We agree with a suggestion that at least one-third of the posts of Superintendents should be in the selection grade, namely, Rs. 325—15—400.

COMMUNITY DEVELOPMENT DEPARTMENT (CHAPTER XVI).

We propose for the Grama Sevaks, Grade II, a revised scale of Rs. 90—4—110—3—140, the same scale as that proposed for Lower Division Clerks. We suggest that in view of the increase in emoluments now proposed, the minimum general educational qualification should be insisted upon for recruitment to these posts. The Grama Sevaks, Grade I, may be given the same scale as Upper Division Clerks, namely, Rs. 125—5—175. The number of posts of Grama Sevaks, Grade I, is one-third of the total number of posts of Grama Sevaks, and this proportion may be maintained and in due course improved upon, in the interests of providing a reasonably satisfactory career for the Grama Sevaks, Grade II.

We feel that suitable changes will have to be made in the syllabus of the course of training of Grama Sevaks to render them suitable for promotion to higher posts.

The scale of pay of Social Education Organisers like many other post 1947 scales has been fixed on a fairly liberal basis and does not call for any considerable improvement. In this view, we suggest a revised scale of Rs. 125—5—200—10—250.

The Block Development Officer is the captain of the team of Extension Officers at the Block level. In regard to co-ordination of the activities of the different development departments, he will have to play, at a lower level, a role very much akin to that of the Collector at the district level. It has been urged that there is, therefore, a strong case for improving the pay and status of the Block Development Officers and that in particular the scale of pay of the Block Development Officer has to be fixed with reference to the scales proposed for the different Extension Officers. We are of the view that till all questions of integration of Block Development Officers with the general administrative cadres are satisfactorily settled, the Block Development Officers should continue as at present on the same scale of pay as Tahsildars of the Revenue Department. In this view, we suggest a revised scale of Rs. 250—15—400 for the Block Development Officers. We have also considered the question whether the posts of Block Development Officers should be gazetted and feel that it is not opportune now to effect any change in the status of the Block Development Officers. The few gazetted Block Development Officers now in position may, however, be allowed to retain their gazetted status and for them we recommend a revised scale of Rs. 300—15—450—25—500.

We have also considered the question whether there is any need for an element of direct recruitment to the posts of Block Development Officers and feel that there is no need for such direct recruitment in view of the proposals now under contemplation for direct recruitment at the level of Extension Officers (Panchayats).

We have also made certain suggestions for integration of personnel of Revenue and Community Development Departments. At the levels of the Grama Sevaks in the Community Development Department and of the Revenue Inspectors in the Revenue Department, the two cadres should be kept separate, but opportunities should be provided for giving Grama Sevaks a knowledge of revenue work and Revenue Inspectors a knowledge of development work. The direct recruits to the cadre of Extension Officers (Panchayats) should be trained both in Community Development and in revenue work. When they reach the selection grade on the same scale of pay as Deputy Tahsildars, they should be given opportunities to work as Deputy Tahsildars. From this selection grade promotions may be made to the posts of Block Development Officers and eventually also to the posts of Deputy Collectors. We, however, urge that in working out a scheme of integration on these lines the legitimate interests of the present staff of the Revenue Department such as Deputy Tahsildars should be adequately protected. As it will take some

time for the cadre of Extension Officers (Panchayats) to be fully formed, and for them to acquire sufficient experience both of revenue and community development work, the vacancies arising meanwhile in the posts of Block Development Officers should be filled by Deputy Tahsildars on considerations of merit and seniority.

The following revised scales are suggested for some of the other posts in the department :—

District Social Education Organisers	..	Rs. 300—15—450—25—575.
Assistant Development Commissioner (Training).	Rs. 375—25—800.	
Additional Development Commissioner	..	Rs. 900—50—1,000—60—1,300.

COMMERCIAL TAXES DEPARTMENT (CHAPTER XVII).

We proposed the following revised scales of pay for the important posts in this department :—

Bill Collectors	..	Rs. 70—2—100.
Assistant Commercial Tax Officers	..	Rs. 200—5—240—10—270.
Deputy Commercial Tax Officers	..	Rs. 250—15—400.
Joint Commercial Tax Officers	..	Rs. 375—25—525.
Commercial Tax Officers	..	Rs. 375—25—800.
Appellate Assistant Commissioners	..	Rs. 600—40—800—50—900.
Deputy Commissioners of Commercial Taxes.	Rs. 900—50—1,100.	

In view of the growing importance of the sales tax and the need to maintain high standards of efficiency, we feel that direct recruitment at the level of Assistant Commercial Tax Officers should be stepped up and to this end suggest that the number of vacancies to be filled by direct recruitment should be determined not merely with reference to the number of permanent posts, but with reference also to the number of temporary posts which have been in existence for over five years. The present provision for the filling of the posts of Assistant Commercial Tax Officers by transfer from the Revenue Subordinate Service may be deleted.

CO-OPERATIVE DEPARTMENT (CHAPTER XVIII).

The Co-operative Department is now one of the important development departments of the Government, and consistently with our general principle of assuring the staff engaged in development work better conditions of service, some improvement in the emoluments of the staff of the department is called for. But, at the same time, the work in this department cannot be considered to be technical in the sense in which the work of an engineer or a doctor or an agricultural or veterinary officer is "technical". The department only recruits men with general educational qualifications and provides institutional training for them in the principles and practice of co-operation and Commercial Book-keeping. There is, therefore, no serious shortage of suitable personnel for manning the posts in the department such as has been experienced, for example, in the Public Works and Medical Departments. There is accordingly no need or justification for giving the staff of this department an order of increase comparable to that of other departments where there is serious shortage of technical personnel. With the expansion of this department, the opportunities for promotion for the staff have also improved considerably.

The Junior Inspectors are the lowest category of executive officers of the department. The educational qualification required for these posts is a pass in the Intermediate or Pre-University Examination and the selected candidates have also to undergo training for one year. A higher initial pay than that of Lower Division Clerks is necessary. We therefore propose a revised scale of Rs. 110—3—140 for Junior Inspectors.

The existing scale of pay of Senior Inspectors is comparable to that of Upper Division Clerks in the offices of the Heads of Departments and we therefore consider that a revised scale of Rs. 125—5—175 would be adequate for them.

The present equation of Co-operative Sub-Registrars with Deputy Tahsildars is not unfair, and we therefore suggest a revised scale of Rs. 200—5—240—10—270 for them.

It has been pointed out to us that the Working Group constituted by the Government of India for considering the co-operation policy enunciated by the National Development Council has recommended that the pay of officers of the Co-operative Department should

be equal to that of officers of the Revenue Department and that consistent with this recommendation the Deputy Registrars of Co-operative Societies should be allowed the same scale of pay as Deputy Collectors. We feel that there is need for caution in accepting the recommendations of expert bodies in regard to the scales of pay of the particular cadres of staff with which they are specially concerned. Their recommendations on pay scales are only incidental to their other recommendations and are generally not made on a comprehensive study of the pay structure in its entirety such as would be made by a Pay Commission. There are important differences in the organisational set-up of the Revenue and the Co-operative Departments. Above a pay limit of Rs. 150 in the Revenue Department there are two grades of non-gazetted officers, whereas in the Co-operative Department there is only one grade. It will, therefore, be too steep an increase over the maximum of the "feeder post" to allow the Deputy Registrars the same initial pay as Deputy Collectors, though we agree that no differentiation should be made either in respect of the maximum or the rate of increment. In this view, we consider that a revised scale of pay of Rs. 300—25—800 would be appropriate for the Deputy Registrars of Co-operative Societies.

The following scales of pay are suggested for some of the other posts in the department :—

Dairy Assistants and Dairy Chemist	..	Rs. 150—5—175—10—225—15—300.
Assistant Dairy Officers	.. ..	Rs. 300—15—450.
Dairy Officers	.. ..	Rs. 375—25—800.
Joint Registrars	.. ..	Rs. 800—50—1,100.
Registrar of Co-operative Societies	.. ..	Rs. 1,200—50—1,400.

EDUCATION DEPARTMENT (CHAPTER XX).

The importance of the teaching profession, among the various other vocations, is well-recognised. It is on the standards of attainments and equipment of teachers that the quality of education, and therefore the progress of the nation will itself largely depend. Within the resources available, we have therefore tried our best to suggest improvements in the emoluments of teachers of all grades employed under all agencies, and if our recommendations do not go sufficiently far, it is not for lack of sympathy with the demands of the teachers.

Apart from low scales of pay the most serious grievance of the teachers is the disparity in scales of pay among the teachers employed under different agencies such as Government, local bodies and aided institutions. The Education Department has itself recognised different scales of pay for purpose of assessment of grants. In our view, the present disparities in scales of pay among the teachers employed under the different agencies cannot be upheld on any rational basis. We therefore consider that all teachers possessing the same qualifications should be paid alike irrespective of the agency under which they are employed. The revised scales of pay proposed by us may, therefore, be made uniformly applicable to all teachers. Such parity of treatment will remove one of the longstanding grievances of the teaching profession.

The following revised scales of pay are proposed for the different categories of teachers :—

Lower Elementary Grade Teachers	..	Rs. 55—1—70.
Higher Elementary Grade Teachers	.. .	Rs. 65—1—70—2—90.
Secondary Grade Teachers	.. ..	Rs. 90—4—110—3—140.
B.T. Assistants	.. ..	Rs. 140—5—180—10—250.
B.T. Assistants, Selection Grade (in force only in Government Schools).		Rs. 225—10—275—15—350.
Headmasters of High Schools with 24 sections and below.		Rs. 225—15—375.
Headmasters of High Schools with 25 sections and more.		Rs. 300—15—450.

In proposing the above scales in respect of teachers employed in Secondary Schools, we have taken into account the recommendations of the Education Grants Committee.

The Headmasters and Headmistresses of Government schools may be allowed as at present the same scales of pay as School Assistants, Grade II or I, as the case may be, but the existing rates of special pay may be stepped up to Rs. 20 and Rs. 30 respectively depending upon the strength of the school.

We have examined the scales of pay of the teaching staff in colleges in the light of the recommendations of the University Grants Commission and are of the view that its recommendations should be generally accepted. The emoluments of Government employees and teachers in the State are generally lower than those of comparable grades of staff in some of the other State Governments and the Government of India. The scales of pay suggested by an all-India body for any special category of staff such as the college teachers have, therefore, to be suitably modified in their application to the staff in this State. We have, therefore, taken the scales of pay of the University Grants Commission as only indicating the broad lines on which the present emoluments of college teachers should be improved and have tried to evolve a rational pay structure as indicated below for the different categories of staff of colleges with reference to the present scales of pay :—

Tutors and Demonstrators	Rs. 140—5—180—10—250.
Assistant Professors and Assistant Lecturers in Government Colleges (corresponding to Lecturers in aided colleges).	Rs. 225—10—275—15—425.
Lecturers in Government Colleges	Rs. 350—25—650.
Professors in Presidency College and Professors in aided colleges offering post-graduate courses.	Rs. 450—25—800.
Chief Professor of Presidency College	Rs. 600—40—1,000—50—1,100.
Principals	Rs. 600—30—900.
Physical Directors in Arts Colleges	Rs. 300—15—450—25—500.

We suggest the following revised scales of pay for the posts in the administrative branch in the Education Department :—

Junior Deputy Inspectors of Schools	Rs. 125—5—175.
Deputy Inspectors of Schools, Grade II	Rs. 140—5—180—10—250.
Deputy Inspectors of Schools, Grade I	Rs. 225—10—275—15—350.
District Educational Officers (both grades to be combined).	Rs. 300—25—800.
Principal of the Government School for the Blind.	Rs. 375—25—800.
Deputy Directors of Public Instruction	} Rs. 700—50—1,100 with a special pay of Rs. 50 for Deputy Directors.
Divisional Inspectors of Schools and Principal of Teachers' College.	
Director of Public Instruction	Rs. 1,500—50—1,800.

We suggest that Assistant Lecturers in Training Colleges may be allowed the same revised scale as Selection Grade B.T. Assistants and in addition a special pay of Rs. 30 if they have a degree of Master of Arts or equivalent qualification. Headmasters and Headmistresses belonging to gazetted cadre who are employed in Government Training Schools and Special Schools for Girls may be allowed the same revised scales of pay as District Educational Officers. This scale will apply also to Lecturers in Training Colleges. The Principals and Senior Lecturers of Training Colleges may be placed on the same scales as Principals of Arts Colleges.

FOREST DEPARTMENT (CHAPTER XXI).

The revised scales of pay recommended for some of the important categories of posts in the Forest Department are as follows :—

Forest Guards	Rs. 55—1—70.
Foresters	Rs. 90—4—110—3—140.
Rangers	Rs. 175—10—225—15—375.
Assistant Conservators of Forests	Rs. 375—25—800.
Conservators of Forests	Rs. 1,100—50—1,300.
Chief Conservator of Forests	Rs. 1,400—50—1,600.

We recommend that Ranger Trainees should be allowed the minimum of the scale of pay and not merely a stipend as at present during the period of training.

In this department, a phase of accelerated promotions has, as it generally happens, been followed by a phase of stagnation with all the attendant consequences on the morale of the service. We therefore suggest, as a special case, the creation of a selection grade of Assistant Conservators of Forests to be called Deputy Conservators of Forests on a scale of Rs. 700—40—900—50—1,100. It will be advisable to create a small number of such posts, not exceeding three to begin with, and to increase them later, if necessary. If the number of such posts is initially large, the process of accelerated promotions followed by stagnation will repeat itself.

FISHERIES DEPARTMENT (CHAPTER XXII).

Madras is a State with a long coastline and in the present context of food shortage, the Fisheries Department has an important part to play in the development of inland and marine fisheries and thus supplement the food resources of the State. We have, therefore, felt that the scales of pay of the important technical posts of the department should be such as to attract personnel who will be equal to the task that lies ahead of the department. Keeping these considerations in view, we have suggested the following scales of pay for the important technical posts of the departments :—

Sub-Inspectors and Assistant Inspectors of Fisheries.	Rs. 125—5—175.
Inspectors of Fisheries	Rs. 175—10—225—15—375.
Assistant Directors of Fisheries	Rs. 350—25—650.
Deputy Directors of Fisheries	Rs. 600—30—900.
Director of Fisheries	Rs. 900—50—1,100.

In view of the substantial improvement in the scales of pay proposed by us for the Sub-Inspectors of Fisheries, we suggest that 75 per cent of the posts at this level should be filled by direct recruitment and only 25 per cent should be reserved for promotion from lower grade officers like Petty Yard Officers or by transfer from the category of Lower Division Clerks. The emphasis should be on recruitment of Science Graduates and diploma holders at this level.

JUDICIAL DEPARTMENT (CHAPTER XXIV).

We have examined the suggestion that the ministerial staff of the High Court should be given the same scales of pay as the Secretariat staff. We consider that it would be permissible to distinguish the work of the ministerial staff of the High Court from that of the Secretariat staff; the latter have to process "cases" for consideration by higher officers and Ministers, whereas in the High Court, the cases are disposed of by the Hon'ble Judges, the assistance rendered by the ministerial staff being of a routine nature. There is also an administrative section in the High Court, but their work is comparable to that of the ministerial staff in the offices of the other major Heads of Departments. Having regard to these fundamental difference in the nature of the work of the ministerial staff in the High Court on the one hand and the Secretariat on the other, we feel that some difference in emoluments between the two will be justified. Again, while the ministerial staff of the Secretariat are organised in three tiers, the organisation of the ministerial staff in the High Court is more diversified, and the number of grades between the highest and lowest ministerial categories is larger. It is not therefore feasible to equate particular posts in the High Court with certain posts in the Secretariat for purpose of fixing their pay.

We have proposed the following revised scales of pay for some of the important categories of staff in the High Court :—

Bailiff	Rs. 90—4—110—3—140.
Head Bailiff	Rs. 125—5—175 plus a special pay of Rs. 10.
Overseer	Rs. 150—5—200.
Copyists	Rs. 70—2—100.
Readers and Examiners	Rs. 90—3—105—4—125.
Special Clerks, Translators, Librarian, Assistant Court Fee Examiners.	Rs. 150—5—175—10—225.
Shorthand Writers	Rs. 250—10—300—15—450—25—500. (The same scale as that proposed for Reporters in the Legislature Department.)

Appeal Examiners, Court-fee Examiners, Superintendents, Administration Department, Head Accountant, Superintendent of Translators, Bench Clerks, etc.	Rs. 200—15—350.
Interpreters including Gujarathi Interpreter.	Rs. 225—15—375.
Managers	Rs. 300—15—450.
Sub-Assistant Registrars	Rs. 375—25—525.
Assistant Registrar (Appellate Side) and First Assistant Registrar (Original Side).	Rs. 500—25—800 with a special pay of Rs. 50 for the First Assistant Registrar (Original Side).
Deputy Registrar	Rs. 800—50—1,100.
Master	Rs. 1,100—50—1,400.
Registrar	Rs. 1,400—50—1,800.

The following revised scales of pay are recommended for posts in the Subordinate Courts:—

Amins, Junior Bailiffs, Process-Writers ..	Rs. 70—2—100.
Copyists	Rs. 70—2—100.
Readers and Examiners	Rs. 90—3—105—4—125.
Translators, City Civil Court; Accountant, Presidency Magistrate's Court; Interpreter, Grade I, Chief Presidency Magistrate's Court, etc.	Rs. 125—5—175 plus a special pay of Rs. 20.
Translators (District Courts)	Rs. 125—5—175 plus a special pay of Rs. 20.
Central Nazirs, District Courts and Court of Small Causes; Sarishtadars, Sub-Courts; Head Clerks, District Courts; Head Clerk, Administrator-General and Official Trustee's office, etc.	Rs. 180—5—200—10—250.
Chief Clerk, Chief Presidency Magistrate's Court, Sarishtadars, City Civil Court; Sarishtadars, District Magistrate's Court; Sarishtadar, District Courts.	Rs. 250—15—400.
Official Receivers (both grades to be combined).	Rs. 225—10—275—15—425.
Sub-Magistrates	Rs. 250—15—400.
Additional First-class Magistrates	Rs. 375—25—525.
District Munsifs, Subdivisional Magistrates, IV to VIII Presidency Magistrates, etc.	Rs. 375—25—700.
District Magistrates (Judicial), Subordinate Judges, Puisne Judges, Court of Small Causes, Assistant Judges, City Civil Court; II and III Presidency Magistrates.	Rs. 650—40—850.
District Judges, Chief Presidency Magistrates, etc.	Rs. 1,100—50—1,300—1,300—60—1,600—100/2—1,800.

We suggest for the Assistant Public Prosecutors, Grade II, a revised scale of Rs. 225—15—375 and for Grade I, a scale of Rs. 300—15—450—25—500. We feel that having regard to the revised scale proposed, there is a good case for gazetting the posts of Assistant Public Prosecutors, Grade I. We consider that the opportunities for promotion for Assistant Public Prosecutors should be improved and accordingly recommend that among the various categories eligible for appointment to the posts of Additional First-class Magistrates and Subdivisional Magistrates by transfer or by promotion, a substantial preference should be shown to the Assistant Public Prosecutors, and that a reasonable number of posts in each cadre should be reserved exclusively for the Assistant Public Prosecutors.

We have endorsed some detailed suggestions made by the High Court for relieving the present stagnation in the clerical cadre of the Judicial Department. We agree with the suggestion that a satisfactory ratio should be maintained between the posts in the Upper Division and the Lower Division, but leave the exact number and details of posts to be upgraded to be settled by the Government in consultation with the High Court.

INDUSTRIES DEPARTMENT (CHAPTER XXV).

In the existing set-up of the department a number of technical and non-technical posts with varying qualifications have been designated alike and allowed uniform scales of pay. We feel that posts requiring technical qualifications should be given a more liberal order of increase than non-technical posts. The existing relativities between the different posts of the department cannot therefore be preserved in the new pay structure, and we have taken the opportunity to recast the pay structure of the department with reference to the general principle that technical personnel who are in short supply should be given a larger increase in emoluments than non-technical personnel in respect of whom no serious difficulties in recruitment have been experienced. Our classification of posts, as technical and non-technical, for the purpose is based on the advice tendered to us by the Director of Industries and Commerce.

The following revised scales of pay are recommended for adoption for the important posts in this department:—

Propaganda Officer	Rs. 300—15—450.
Village Industries Officer	Rs. 300—15—450—25—500.
Assistant Directors of Industries and Commerce.	Rs. 350—25—650.
Manager, Government Hand-made Match Factory, Perambur; Designer, Footwear Production-cum-Service Centre, Perambur.	Rs. 300—25—600.
Deputy Directors (Non-technical)	Rs. 600—30—900.
Deputy Directors (Technical)	Rs. 600—40—1,000 (the same scale as that proposed for Executive Engineers).
Chief Chemist (Chemical Testing and Analytical Laboratory).	Rs. 600—40—1,000.
Joint Directors (Engineering)	Rs. 1,100—50—1,300.
Other Joint Directors	Rs. 900—50—1,100.

INSPECTORATE OF MUNICIPAL COUNCILS AND LOCAL BOARDS
(CHAPTER XXVII).

The following revised scales of pay are recommended for adoption for the important categories of staff in this department:—

Deputy Panchayat Officers	Rs. 140—5—220.
District Panchayat Officers, Grade II	Rs. 200—5—240—10—270.
District Panchayat Officers, Grade I	Rs. 250—15—400.
Municipal Commissioners, Grade III	Rs. 200—5—250—10—270.
Municipal Commissioners, Grade II	Rs. 250—15—400.
Municipal Commissioners (Grade I and Selection Grade).	Rs. 375—25—800.

The present special pay of Rs. 100 allowed to Commissioners of Salem, Tiruchirappalli and Coimbatore appears to us to be adequate; but the Commissioner of Madurai Municipality should be allowed a special pay of Rs. 200.

LABOUR DEPARTMENT (CHAPTER XXIX).

Of the categories of staff special to this department, the most important are the Labour Officers, who are organised in three grades. It has been urged that the emoluments of Labour Officers should be stepped up to give them the status and independence necessary in dealing with big employers and important trade union representatives and to inspire confidence in them. We agree, but at the same time feel that there should be a simplification of the present grades of Labour Officers. We therefore recommend merger of Labour Officers, Grades II and III, and suggest for them a revised scale of Rs. 300—25—600 and for Labour Officers, Grade I, Rs. 375—25—800.

The following scales of pay are recommended for posts in the Factories Branch and Employment Branch :—

Assistant Inspectors of Labour	.. ..	Rs. 200—5—240—10—270.
Inspectors of Factories, Grade II	.. ..	Rs. 300—25—650.
Inspectors of Factories, Grade I	.. ..	Rs. 600—30—900.
Chief Inspector of Factories	.. ..	Rs. 800—50—1,100.
District Employment Officers	.. ..	Rs. 300—25—600.
Assistant Director of Employment	.. ..	Rs. 300—25—600 plus a special pay of Rs. 50.
Deputy Director of Employment	.. ..	Rs. 600—30—900.

LOCAL FUND AUDIT DEPARTMENT (CHAPTER XXX).

The increase in developmental activities of the State and the growth of the public expenditure associated with it, clearly establish the need for an efficient audit staff to ensure the economical and proper use of public funds. There is, therefore, need to attract young men of promise for service in the Local Fund Audit Department. This object could be achieved, in our opinion, not by the mere stepping up of scales of pay of the different categories of staff of the Local Fund Audit Department, but by constituting a broad based State Audit and Accounts Service in which the staff of the Examiner would get merged. We therefore endorse the recommendations of Sri T. N. S. Raghavan as Special Officer for Reorganisation that a State Audit and Accounts Service should be constituted at an early date with the following staff :—

- (i) The officers and staff working in the Treasuries and Sub-Treasuries ;
- (ii) the Pay and Accounts Officer, Madras, and his staff ;
- (iii) the staff in Madras City and in districts working under the Examiner of Local Fund Accounts ; and
- (iv) Accounts Officers and staff attached to the various Heads of Departments.

As a first step, the staff working in the Local Fund Audit Department, the Pay and Accounts Office and the cadre of Accounts Officers working in the offices of the Heads of Departments may be integrated, leaving the question of integration of Treasury staff, which may perhaps present certain difficulties, for a solution at a later stage. Keeping these possibilities in view, we suggest the following revised scales of pay for posts in the Local Fund Audit Department :—

Audit Clerks	.. ..	Rs. 125—5—175.
Head Clerks	.. ..	Rs. 200—5—240—10—270.
District Inspectors of Local Fund Accounts.		Rs. 250—15—400.
Assistant Examiners	.. ..	Rs. 375—25—800.
Deputy Examiner	.. ..	Rs. 375—25—800 and in addition a special pay of Rs. 50.
Examiner of Local Fund Accounts	.. ..	Rs. 900—50—1,200.

The Accounts Officers attached to the Heads of Departments are now on different scales of pay. We consider that in future the Accounts Officers should be on either Rs. 300—25—600 or Rs. 375—25—800. The lower scale may apply to Junior Accounts Officers, and the higher scale to the Senior Accounts Officers in the major spending departments.

The revised scales of pay proposed by us would facilitate the integration of various categories of Accounts staff in the manner proposed by Sri T. N. S. Raghavan. The Assistant Pay and Accounts Officers, the Treasury Deputy Collectors and Senior Accounts Officers and Assistant Examiners of Local Fund Accounts will all be on the same scales of pay. This will enable the Government to interchange officers between these posts and thus ensure them a variety of experience which would be quite valuable. The State and Audit and Accounts Service proposed by us will have a fairly large number of gazetted posts and higher supervisory non-gazetted posts and thus provide a better career for graduates entering the service at the level of Audit Clerks. We do not suggest direct recruitment at any higher level for the present, but with the inclusion of posts of Treasury Deputy Collectors also in the service, the number of gazetted posts will become sufficiently large to render direct recruitment on a limited scale at the lowest level of Gazetted Officers necessary and desirable.

MEDICAL DEPARTMENT (CHAPTER XXXI).

The expansion of the Medical Department in recent years has brought in its wake serious difficulties in recruitment to the different categories of Medical personnel. These difficulties may be ascribed partly to the overall inadequacy of facilities for training and the consequent paucity of trained staff in relation to the growing need of the community; but they are also partly due to the fact that in recent years the scope for private practice for doctors has appreciably improved, with the result that a career under Government is no longer as attractive for them as it used to be. The present difficulties will be aggravated when programmes for expansion of medical relief are stepped up further. Many of the Primary Health Centres established in the Community Block areas have remained without doctors. With due regard to the present scarcity of doctors and also the expensiveness of the medical course as compared to the other professional courses of training, we recommend the following scales of pay for the different categories of medical personnel :—

Civil Assistant Surgeons	...	..	..	Rs 300—15—450—25—575.
Civil Assistant Surgeons (Selection Grade)	..			Rs. 425—25—650.
Civil Surgeons	..	..	..	Rs. 600—40—800—50—900.
Assistant Directors of Medical Services	..			Rs. 600—40—800—50—900 and in addition a special pay of Rs. 200.

The present special compensatory allowance allowed to Medical Officers serving in Primary Health Centres may be continued. To render service in rural areas relatively more attractive for doctors, we commend for further examination a suggestion that weightage should be given for such service in rural areas in respect of leave, increment and pension.

There are now only twenty-three posts of selection grade Civil Assistant Surgeons and we consider that to begin with, the strength of the selection grade should be raised to at least 5 per cent of the total number of posts of Civil Assistant Surgeons.

Turning now to posts in the teaching branch of the department, the recently revised scales of pay for the Non-Clinical staff are liberal in relation to the scales of pay allowed to the posts in the general line, and we consider that no further enhancement is necessary. But in the interests of rationalisation, we suggest the following scales of pay :—

Non-Clinical Tutors and Assistant Professors	Rs. 375—25—800 plus a non-practising allowance of Rs. 100.
or Non-Clinical Lecturers.	
Non-Clinical Professors	.. Rs. 700—50—1,100 plus a non-practising allowance of Rs. 250.
Demonstrators (Tenure posts)	.. .. Rs. 250—15—400—25—500.

Clinical Tutors and Assistants and Clinical Lecturers may be allowed the same revised scale of pay as Civil Assistant Surgeons and in addition a teaching special pay of Rs. 30 and a compensatory allowance of Rs. 50 for restricted private practice. The teaching special pay attached to the posts of Clinical Professors may be raised from Rs. 50 to Rs. 75.

The revision of scales of pay of Non-Clinical Professors has caused hardship to some of the officers in the King Institute. As the posts of Assistant Directors of King Institute have hitherto been equated with Non-Clinical Professors, we suggest that in fairness they may be allowed the scale of Rs. 700—50—1,100. The Non-Clinical Professors have been given a non-practising allowance of Rs. 250 and we therefore suggest that the Assistant Directors in the King Institute should be allowed a special pay of Rs. 150. Likewise, the Director of King Institute may also be placed on the revised scale of pay suggested for Non-Clinical Professors and allowed, in addition, a special pay of Rs. 250.

For other posts in the King Institute, the following revised scales are recommended by us for adoption :—

Junior Water Analyst, Junior Assistant to Government Analyst and Junior Chemical Assistant.	Rs. 150—5—175—10—225—15—300.
Senior Chemical Assistant, Assistant Analyst (Water Bacteriology and Chemistry), Assistant Analyst (Water Biology), Senior Assistant to Government Analyst and Medical Biologist.	Rs. 300—15—450—25—575.
Deputy Government Analyst and Chief Water Analyst.	Rs. 500—25—800.

We indicate below the revised scales of pay for important posts in other Branches of the Medical Department :—

Nursing Branch.

Nurses	Rs. 140—5—220.
Head Nurses	Rs. 200—5—240—10—270.
Nursing Superintendents, Grade II (present Grade III).	Rs. 225—10—275—15—350.
Nursing Superintendents, Grade I (merging the present Grades I and II).	Rs. 300—15—450.
Nursing Tutors, Grade II	Rs. 225—10—275—15—350.
Nursing Tutors, Grade I	Rs. 225—10—275—15—350 and a special pay of Rs. 25.

Administrative Branch.

Lay Secretaries, Grade II	Rs. 250—15—400.
Lay Secretaries, Grade I	Rs. 375—25—525.
Gazetted Assistant (P. & D.)	Rs. 300—15—450.
Manager	Rs. 300—15—450.
Gazetted Assistant (E.S.I.)	Rs. 375—25—525.
Administrative Assistant to the Director of Medical Services.	Rs. 375—25—800.
Director of Medical Services	Rs. 1,500—50—1,800.

Non-Gazetted Posts.

Nursing Orderlies, Grade II	Rs. 50—1—60.
Nursing Orderlies, Grade I	Rs. 55—1—70.
Technicians, Grade II	Rs. 80—2—100.
Technicians, Grade I	Rs. 100—5—150.
Pharmacists	Rs. 90—4—110—3—140..
Chief Pharmacists	Rs. 125—5—175.
Dark-room Assistants	Rs. 90—3—105—4—125.
Radiographers (both grades to be combined).	Rs. 100—5—200.
Chief Radiographers	Rs. 250—15—400.

The Director of Medical Services has reported to us that there is considerable difficulty in getting suitable candidates for the posts of Drug Inspectors, as there is keen demand for Pharmacy graduates in the growing pharmaceutical industry in the private sector. The Drug Inspectors have now no scope for further promotion. In view of the responsibilities attached to these posts and in order to provide a satisfactory career for qualified personnel entering the department, we recommend that out of the existing 11 posts of Drug Inspectors, two posts may be placed in a new Grade I and the remaining 9 posts may be put on Grade II. We suggest a scale of Rs. 175—10—225—15—375 for Grade II and a scale of Rs. 300—15—450—25—500 for Grade I Drug Inspectors.

We consider that a scientific pay structure for the teaching posts in the College of Integrated Medicine can be evolved only in the light of an expert evaluation of the merits and attainments of the teaching personnel qualified in indigenous systems of medicine as compared with those qualified in modern medicine. It is not possible for the Commission as constituted to make such an evaluation, and we have therefore perforce to suggest revised scales of pay on an admittedly *ad hoc* basis, keeping in view the difficulties pointed out by the Director of Medical Services in regard to recruitment and the order of increase proposed for comparable grades in other departments. The revised scales of pay suggested for important posts in the College are as follows :—

Demonstrators	Rs. 100—5—150.
Tutors	Rs. 125—5—175.
Pandits	Rs. 140—5—180—10—250.
Assistant Lecturers	Rs. 150—5—175—10—225—15—300.
Lecturers (Integrated Medicine, Grade II) ..	Rs. 225—15—375.
Lecturers (Integrated Medicine, Grade I) ..	Rs. 300—15—450—25—575.
Vice-Principal	Rs. 375—25—800.
Pharmacists in Integrated Medicine	{ Rs. 70—2—100.
Pharmacy Supervisors	{ Rs. 80—3—110.
	Rs. 80—3—110.

PUBLIC HEALTH DEPARTMENT (CHAPTER XXXII).

There have been serious difficulties in recent years in recruiting qualified personnel to the category of Health Officers and superannuated officers have consequently been re-employed on a large scale. The current difficulties in recruitment of Health Officers are partly due to the general paucity of Medical personnel in relation to needs. But these difficulties which are common to Medical and Public Health Departments are further aggravated in respect of recruitment to the Health Department, because there is a complete ban on private practice for Health Officers while most of the staff of the Medical Department have been allowed consultation practice. Further, the Health Officers' duties involve intensive touring in rural areas; they have to work in close co-operation with local bodies under conditions to which not all medical men may be suited by temperament and training. These special aspects of the work of Health Officers should, in our view, be recognised in the form of a suitable differential in emoluments between Civil Assistant Surgeons and Health Officers. We consider that a difference of Rs. 150 between the initial emoluments of a Civil Assistant Surgeon and a Health Officer will be fair and adequate. Apart from higher initial pay, medical men entering the Health Department should be assured a career which will not be less favourable than that in the Medical Department. Keeping these considerations in view, we suggest a revised scale of Rs. 450—25—800 for Health Officers. Even with the increased scale of pay now proposed, the difficulties in filling up the posts of District Health Officers will still remain, unless there is combined and co-ordinated recruitment to the cadres of Civil Assistant Surgeons and Health Officers, the candidates being given the option to elect for the Medical Department or the Public Health Department. Medical graduates opting for Health Department should be deputed at Government cost to the one year course leading to the degree of B.S.Sc. Such an option may also be given to Civil Assistant Surgeons already in service who have put in less than two years of service. If all the existing vacancies are filled with fresh medical graduates or with Civil Assistant Surgeons who have put in less than two years of service, there will be a serious imbalance in the age composition of the cadre of Health Officers. We therefore commend a suggestion that has been made to us that in order to overcome these difficulties, a certain proportion of the existing vacancies in the cadre of Health Officers may also be filled by Senior Civil Assistant Surgeons in different age brackets. But, in implementing the suggestion care should be taken to protect the interests of the Health Officers already in service.

We see no objection to a certain number of posts of Health Officers being filled by G.C.I.M. candidates, but suggest that they may be allowed an appropriate lower scale of pay. We do not recommend the creation of a selection grade of Health Officers as proposed some time ago.

Keeping in view the revised scale of pay proposed for Health Officers, we suggest the following revised scales of pay for the higher officers in the department :—

Assistant Director of Public Health	..	Rs. 800—50—1,100.
State Malaria Officer	.. .. .	Rs. 800—50—1,100 plus a special pay of Rs. 100 per mensem.
Director of Public Health	.. .. .	Rs. 1,400—50—1,600.

We have considered at some length the question of integration of Health and Medical Services and have concluded that any such integration would at this stage have serious repercussions on their efficiency. It is, however, necessary to arrange for satisfactory supervision of Primary Health Centres and, to this end, we suggest that the Primary Health Centres should be placed under the supervisory control of the District Health Officers.

The following revised scales of pay have been proposed by us for the non-gazetted posts in the department :—

Ayahs	.. .. .	Rs. 50—1—60.
Maistries	.. .. .	Rs. 55—1—70.
Field Assistants	.. .. .	Rs. 55—1—60—2—80.
Laboratory Attenders	.. .. .	Rs. 70—2—100.
Maternity Assistants	.. .. .	Rs. 80—3—110—2—120.
Health Assistants	.. .. .	Rs. 90—3—105—4—125.
Health Inspectors (Ordinary Grade)	.. .. .	Rs. 100—5—200.
Health Inspectors (Selection Grade)	.. .. .	Rs. 200—10—300.
Entomological Assistant	.. .. .	Rs. 150—5—175—10—225—15—300.

PUBLIC WORKS INCLUDING IRRIGATION AND HIGHWAYS DEPARTMENT
(CHAPTER XXXIII).

Keeping in view the present highly competitive market for the services of engineering personnel, we have proposed for them higher scales of pay. But increased emoluments will not alone solve the shortage of engineering talent in the country. The real remedy for the present situation is for the Government to assess correctly the requirements of engineering personnel and have a programme of planned expansion of facilities for their training. The courses and programmes of training of the different classes of engineering personnel should also be dovetailed with the requirements of the State Government, the Government of India and the private sector. Also, a pragmatic assessment should be made of the technical qualifications needed for the posts at each level, and an attempt should be made to place technical personnel in posts suited to their attainments. Care will have to be taken to ensure that highly qualified personnel are not wasted on comparatively unimportant posts in which full and continuous use cannot be made of their special qualifications. To this end, we suggest that an attempt should be made to assess the work in each of the sections in the Public Works and Highways Departments, both in qualitative and quantitative terms, and the policy should be accepted of posting engineering graduates only to the more responsible charges. The posts of Extension Officers of Block could also be quite adequately filled by diploma holders and there may be no need to keep engineering graduates in such posts. While making these suggestions, we are not influenced so much by considerations of economy as by the wider consideration that, having regard to the nation-wide shortage of engineering personnel of higher qualifications, the best use should be made of them and that they should not be wasted on posts where there will not be adequate scope for the free-play of their talents.

Though both diploma holders and engineering graduates are united in their plea for improved scales of pay for engineering staff, there is a conflict of interests between them. The diploma holders have argued that they are engaged on the same work as engineering graduates, and that the present differentiation in emoluments and designation between them and engineering graduates offend the well-accepted principle of "equal pay for equal work". We have carefully considered the representations made by the diploma holders and feel that their present grievance is largely due to the misunderstanding of the relative position of the diploma holders and graduates in the scheme of engineering organisation of the State. Engineering graduates are recruited largely with a view to man the higher technical posts in the department and they are posted as Junior Engineers only for the purpose of enabling them to acquire the necessary experience for holding higher posts. The diploma holders on the other hand are recruited for holding the posts of Supervisors, deserving men however being considered for promotion to higher posts. In other words the grade of Supervisors is a career grade in itself, whereas the Junior Engineers' grade is only a training grade. The scales of these two categories have therefore to be fixed on independent considerations and the present differentiation between them both in respect of emoluments and promotion to higher posts does not, in our view, offend the principle of "equal pay for equal work". We accordingly recommend a revised scale of Rs. 150—5—175—10—225—15—375 for Supervisors and a scale of Rs. 225—15—375 for Junior Engineers.

We have proposed the following revised scales for the higher posts in the Public Works and Highways Departments :—

Assistant Engineers	..	..	..	..	Rs. 350—25—650
Executive Engineers	..	..	..	..	Rs. 600—40—1,000
Superintending Engineers	..	..	..	..	Rs. 1,100—50—1,300
Sanitary Engineers	..	..	..	..	Rs. 1,100—50—1,300.
Chief Engineers	..	..	..	..	Rs. 1,500—50—1,800.

We do not recommend the creation of a grade of Assistant Executive Engineer as proposed by the Chief Engineers.

The circumstances which necessitated the creation of a selection grade for Executive Engineers no longer exist and the selection grade may well be abolished.

The different grades of Municipal Engineers should be fully integrated with corresponding grades of engineering staff of the Public Works Department so as to ensure to the members of the Municipal Engineering Service and Municipal Engineering Subordinate Service the same chances of advancement as in the Public Works Department. The engineering staff employed in Blocks should continue to be under the control of the Highways Department as at present and the Chief Engineer (Highways) could be re-designated as "Chief Engineer (Highways and Local Works)."

The Minor Irrigation Supervisors whose services will, in due course, be transferred to Panchayat Unions should also be absorbed in the Highways Department and considered for promotion in due course as Assistant Engineers.

The following revised scales of pay are recommended for adoption for some of the other posts :—

Public Works, Irrigation and Highways Branches.

Divisional Accountants (Highways Department).	Rs. 150—10—250—15—400.
Audit Superintendents (Highways Department).	Rs. 250—15—400.
Managers, Circle Offices	Rs. 225—15—300.
Administrative Assistant and Non-technical Personal Assistant (to be combined).	Rs. 300—15—450—25—575.
Irrigation Conservancy Subordinates and Telephone Gumastas (both grades to be combined.)	Rs. 70—2—100.
Tracers	Rs. 70—2—100.
Draughtsmen, Grade III	Rs. 120—3—150—5—175.
Draughtsmen, Grade II	Rs. 175—10—225.
Draughtsmen, Grade I	Rs. 225—10—275.
Head Draughtsmen	Rs. 300—15—375.
Chief Head Draughtsmen	Rs. 300—15—450.

Broadcasting Branch.

Radio Supervisors	Rs. 125—5—150—10—300.
Assistant Radio Engineers	Rs. 300—15—450—25—500.
Radio Engineer	Rs. 600—30—900.

Inspectorate of Boilers.

Inspectors of Boilers	Rs. 375—25—800.
Chief Inspector of Boilers	Rs. 800—50—1,100.

We suggest that the possibility of organising a two-year course in Polytechnics to meet the growing needs of Draughtsmen, Grade III, and Minor Irrigation Overseers should be explored.

MINOR IRRIGATION STAFF (CHAPTER XXXIV).

The Minor Irrigation staff will eventually have to be detached from the Revenue Department and integrated with the other Engineering staff for the execution of Community Development work.

The following revised scales of pay are recommended for adoption for the important categories of Minor Irrigation staff :—

Lascars	Rs. 50—1—60.
Maistries	Rs. 55—1—70.
Rural Well Sub-Overseers	Rs. 70—2—100.
Clerk-Draughtsmen	Rs. 100—5—150.
Minor Irrigation Overseers	Rs. 120—3—150—5—175.
Minor Irrigation Supervisors	Rs. 225—15—375.

TOWN-PLANNING DEPARTMENT (CHAPTER XXXV).

It has been found difficult in this department to attract technical personnel to various posts, largely because of the lack of opportunities for promotion. Within a small technical cadre it will be difficult to provide for a reasonably satisfactory career to any engineer whether he is a graduate or diploma holder. The remedy does not lie in either multiplying the number of grades in the department or in merely raising the scales of pay with reference to such theoretical considerations as the importance of town-planning as a profession. The basic qualification required of the technical posts in the department is a degree or a diploma in engineering. We are therefore of the view that the Town-Planning Department should be organised as a wing of the Public Works Department and the different technical posts in the Town-Planning Department should be equated with corresponding posts in the Public Works Department with free interchangeability of personnel. Pending this reorganisation of the department, we suggest the following revised scales of pay for the technical posts of the department :—

Junior Architectural Draughtsmen and Junior Town-Planning Assistant.	Rs. 225—15—375.
Town-Planning Assistant (Senior) and Senior Architectural Draughtsmen.	Rs. 225—15—375 plus a special pay of Rs. 25.
Junior Town Planners	Rs. 350—25—650.
Junior Town-Planning Experts	Rs. 350—25—800.
Town Planner	Rs. 600—30—900.
Joint Director of Town-Planning	Rs. 600—40—1,000.

TECHNICAL EDUCATION (CHAPTER XXXVI).

The Government of India have formulated certain proposals for revision of the scales of pay of the teaching staff of technical institutions and have also offered financial assistance to State Governments to implement their proposals. The scales proposed by the Government of India should be taken as indicating only the broad lines on which the existing pay structure should be improved and some latitude would be permissible in fixing the revised scales of pay. The Government of India's anxiety to prescribe uniform scales of pay for teaching staff in all technical institutions in the country is understandable, for such uniformity will prevent the migration of staff from one technical institution to another. But, when we have not been able to concede parity in emoluments for employees of State Government with those of other State Governments, we cannot accept that in respect of one class of employees alone of the State Government, however important they may be, scales of pay laid down on a uniform basis for the country as a whole should be accepted *in toto*. Further, the scales of pay to be proposed for the teaching staff in technical institutions have to be necessarily related to the scales proposed for the different grades of engineers in the Public Works and other departments in respect of whom the Government of India are not offering any financial assistance. Further, in fixing the scales of pay of staff in other departments, we have generally been guided by the principle that it is the pay in the initial stages in grades to which direct recruitment is generally made which is of significance in determining the quality of recruits and not so much the scales of pay in the higher grades which are filled largely by promotion. This principle does not cease to be relevant in the fixation of scales of pay of the teaching staff in the technical institutions. Likewise, on broad social considerations, we have generally denied any increase at all in emoluments for employees on a pay of Rs. 1,000 and above and we feel that these considerations apply to technical, equally with non-technical staff. Keeping in view the considerations mentioned above, we have suggested the following revised scales of pay for teaching posts in technical institutions :—

Engineering Colleges.

Assistant Lecturers and Laboratory Assistants.	Rs. 275—15—425.
Lecturers in Engineering including Junior Lecturers.	Rs. 350—25—850.
Professors (to be re-designated as "Associate Professors").	Rs. 600—40—1,000—50—1,100.
Professors of Post-Graduate Courses	Rs. 1,100—50—1,300.
Principals of Engineering Colleges	Rs. 1,100—50—1,300 plus a special pay of Rs. 200 for Colleges with Post-Graduate courses and Rs. 150 for other Engineering Colleges.

Polytechnics.

Instructors and Demonstrators	..	Rs. 175—10—275.
Assistant Lecturers	.. ..	Rs. 225—15—375.
Lecturers in Polytechnics	.. ..	Rs. 275—15—425.
Heads of Sections	.. ..	Rs. 350—25—650.
Principals	.. ..	Rs. 600—40—1,000.

In view of the considerably improved scales of pay now suggested for the posts in Engineering Colleges, we suggest that in future direct recruitment should be made up to fifty per cent of the total number of posts of Lecturers.

Some of the teaching posts in Polytechnics even at the levels of Heads of Sections and Principals are at present held only by diploma holders. It is therefore necessary to review critically the attainments of the existing staff and fix them in suitable posts. In this process a certain measure of down-grading of the existing personnel may become inevitable.

POLICE DEPARTMENT (CHAPTER XXXVII).

The following revised scales of pay are suggested for adoption for the important posts in the Police Department :—

Constables	.. ..	Rs. 65—1—70—2—90.
Head Constables	.. ..	Rs. 85—2—105.
Assistant Sub-Inspectors	.. ..	Rs. 110—3—140.
Sub-Inspectors	.. ..	Rs. 140—5—220.
Inspectors	.. ..	Rs. 225—15—375.
Deputy Superintendents of Police	..	Rs. 375—25—800.
Additional Superintendents of Police.		Rs. 600—40—1,000 or I.P.S. scale.

We suggest that a scheme of proficiency special pay on the lines of the scheme now in force in respect of Special Armed Police may be extended also to Constables and Head Constables in the general Police.

We suggest the following scales of pay for the important posts in other branches of the Police Department :—

MALABAR SPECIAL POLICE AND SPECIAL ARMED POLICE.

Bugler Boys	.. ..	Rs. 50—1—60.
Followers	.. ..	Rs. 55—1—70.
Constables	.. ..	Rs. 65—1—70—2—90 plus a special pay of Rs. 2.
Lance Naik	.. ..	Rs. 65—1—70—2—90—plus a special pay of Rs. 2.
Naik	.. ..	Rs. 85—2—105.
Havildar including Company Quarter Master Havildar.		Rs. 110—2—120.
Havildar-Major	.. ..	Rs. 120—3—150.
Jamedar and Jamedar-Adjutant	..	Rs. 140—5—220.
Subedar and Subedar-Major	.. ..	Rs. 225—15—375.
Assistant Commandants	.. ..	Rs. 375—25—800.
Commandant	.. ..	Rs. 600—40—1,000 or I.P.S. scale.

FINGER PRINT BUREAU.

Finger Print Searchers	Rs. 90—4—110—3—140 plus special pay as at present.
Finger Print Experts	Rs. 125—5—175 plus special pay as at present.
Tester Sub-Inspectors	Rs. 175—5—225 plus special pay as at present.
Assistant Superintendent	Rs. 180—5—200—10—250 plus special pay as at present.
Superintendent	Rs. 250—15—400 plus special pay as at present.

The post of Superintendent, Finger Print Bureau, may be gazetted as a special case.

PROSECUTING STAFF.

Assistant State Prosecutors	Rs. 375—15—450—25—575.
Chief Assistant State Prosecutors	Rs. 450—25—800.

JAIL DEPARTMENT (CHAPTER XXXVIII).

We have proposed revised scales of pay as under for some of the important categories of staff in the Jail Department :—

Warders and Petty Officers, Grade II	Rs. 65—1—70—2—90.
Warders and Petty Officers, Grade I, including Special Petty Officers, Grade I.	Rs. 80—2—100.
Gate-keepers in Sub-Jails and Reserve Head Warders.	Rs. 85—2—105.
Gate-keepers in the Central Jails, Chief Head Warders, Sub-Jail Jailors, Grade II.	Rs. 90—4—110—3—140.
Assistant Jailors, Jailors in Sub-Jails, Grade I.	Rs. 125—5—175.
Deputy Jailors and Special Sub-Jail Jailors, Grade I.	Rs. 150—5—200.
Jailors	Rs. 250—15—400.
Superintendents of Jails	Rs. 375—25—800.
Personal Assistant to the Inspector-General of Prisons.	Rs. 375—25—800 plus a special pay of Rs. 50.
Inspector-General of Prisons	Rs. 900—50—1,100.

Probation Branch.

District Probation Officers, Grade II	Rs. 200—5—240—10—270.
District Probation Officers, Grade I	Rs. 250—15—400.
Chief Probation Superintendent	Rs. 375—25—800.

REGISTRATION DEPARTMENT (CHAPTER XXXIX).

We are unable to accept the contention of the Sub-Registrars that the work and responsibilities of even the lower grades of Sub-Registrars could be equated with those of Deputy Tahsildars. The work of Sub-Registrars, though important, conforms to a set pattern and cannot, therefore, be said to call for the same degree of initiative, enterprise and organisational abilities, such as would seem to be required in subordinate executive posts in departments such as Revenue, Labour or Co-operation. We therefore consider that a revised scale of Rs. 150—5—175—10—225 for Sub-Registrars, Grade II, and a scale of Rs. 200—10—300 for Sub-Registrars, Grade I, will be fair and appropriate. The grievance of Sub-Registrars that the prospects of promotion in their department are limited is, however, well founded and some enlargement of the present prospects of promotion in the department is necessary. We therefore suggest that the present posts of Sub-Registrars, Grade I, may be increased from 25 to 33½ per cent. Reserve Sub-Registrars should be given the minimum of the scale of the Sub-Registrars, Grade II, further increments being allowed only on the passing of departmental tests and completion of probation.

We suggest the following revised scales for the other posts in the department :—

District Registrars	Rs. 300—25—600.
Inspector-General of Registration	Rs. 900—50—1,100.

The ministerial staff in this department have at present very inadequate opportunities for promotion. As against, 1,356 posts of Lower Division Clerks there are only 46 posts of Upper Division Clerks. There is, therefore, a strong case for increasing the proportion of Upper Division Clerks in the department. To begin with, we suggest that at least all the Sub-Registry Offices which have four clerks and above, but do not have any post in the Upper Division should have one of the posts of Clerks upgraded, and that eventually all offices which have three Clerks or more should also have one clerical post in the Upper Division.

SURVEY AND LAND RECORDS DEPARTMENT (CHAPTER XL).

The revised scales of pay for some of the important categories of posts in this department are indicated below :—

Chainmen	Rs. 50—1—60.
Field Surveyors and Taluk Surveyors	Rs. 90—3—105—4—125.
Town and Panchayat Surveyors	Rs. 110—3—140.
District Surveyors	Rs. 150—5—200.
Inspector of Survey and Land Records	Rs. 225—15—375.
Assistant Director of Survey	Rs. 350—25—800.
Deputy Director	Rs. 700—40—900—50 1,000.

We have examined the scales of pay of the posts in the Photo Zinco Press in the Central Survey Office and have suggested revised scales on the basis of a report submitted to us by the Deputy Director of Survey equating the posts in the Photo Zinco Press with those in the Government Press. We have prescribed as far as possible common scales of pay for workers of comparable skills in the Government Press and Photo Zinco Press.

STATISTICS DEPARTMENT (CHAPTER XLI).

We have proposed the following scales of pay for the important posts in the department :—

Extension Officers and Assistant Statistical Investigators.	Rs. 125—5—175.
Statistical Inspectors	Rs. 200—5—240—10—270.
Assistant Statistical Officers and District Statistical Officers.	Rs. 300—25—600.
Statistical Officers	Rs. 375—25—800.
Director of Statistics	Rs. 900—50—1,100.

STATE TRANSPORT DEPARTMENT (CHAPTER XLII).

We have suggested the following revised scales for some of the important categories of posts in the State Transport Department :—

Time-keepers and Muster Roll Clerks	Rs. 80—3—110.
Works Clerks and Checking Inspectors	Rs. 80—3—110.
	Rs. 90—3—105—4—125 (for persons with minimum general educational qualification).
Driving Instructors	Rs. 125—5—175.
Store-keepers, Grade III	Rs. 150—5—200.
Store-keepers, Grade I and Grade II (to be combined).	Rs. 180—5—200—10—300.
Traffic Managers	Rs. 225—15—375.
General Foreman and Chief Foreman	Rs. 225—15—375.
Technical Assistant	Rs. 225—10—275.
Workshop Superintendent	Rs. 300—15—450.
Assistant Secretary	Rs. 300—15—450—25—500.
Personal Assistant to the Director	Rs. 300—15—450—25—500.
Works Manager	Rs. 600—40—1,000.
Mechanical Engineer	Rs. 900—50—1,200.
Deputy Director	Rs. 1,100—50—1,300.

STATE TRANSPORT AUTHORITY (CHAPTER XLIII).

We have proposed the following revised scales of pay for some of the posts under the State Transport Authority :—

Assistant Motor Vehicles Inspectors	Rs. 150—5—200.
Motor Vehicles Inspectors	Rs. 225—15—375.
Regional Transport Officers	Rs. 375—25—800.
Assistant Secretary	Rs. 375—25—800 plus a special pay of Rs. 50.
Secretary (to be redesignated as “Assistant Secretary”).	Rs. 375—25—800 plus a special pay of Rs. 50.
Deputy Transport Commissioner	Rs. 800—50—1,100.

We consider that provision should be made for a fair proportion of the posts of Regional Transport Officers being held on a tenure basis by Deputy Collectors, and the considerably improved scale of pay now proposed for the Regional Transport Officers is intended to facilitate such tenure arrangements.

STATIONERY AND PRINTING DEPARTMENT (CHAPTER XLIV).

The following revised scales of pay are recommended for adoption for the following important posts in the Stationery and Printing Department :—

Assistant Superintendents	Rs. 300—25—600.
Junior Deputy Superintendent	Rs. 350—25—650.
Senior Deputy Superintendent	Rs. 525—25—850.
Superintendent, Government Press	Rs. 900—50—1,100.
Controller of Stationery and Printing	Rs. 900—50—1,200 plus a special pay of Rs. 200.

PORT DEPARTMENT (CHAPTER XLV).

The following revised scales of pay are suggested for adoption in this department :—

Assistant Port Conservators	Rs. 90—4—110—3—140.
Port Conservators	Rs. 125—5—175—10—225.
Assistant Engineer (Marine)	Rs. 350—25—650.
Inspecting Dredging Engineers	Rs. 700—50—1,100.
Port Officers	Rs. 700—40—900—50—1,000.
State Port Officer	Rs. 1,200—50—1,400 (without any special pay or personal pay as at present).

CONTINGENT ESTABLISHMENTS (CHAPTER LXI).

The Members of these establishments, mainly consists of skilled, semi-skilled and unskilled labourers such as gardeners, watchmen, punka-pullers, sweepers, scavengers, carpenters, fitters, etc. They are paid from contingencies and are not eligible for the benefits admissible to regular Government servants in respect of leave, pension and House Rent Allowance. Any system under which a large number of employees are retained without security of tenure cannot be considered to be in consonance with the progressive policies of the Government. We therefore suggest that posts borne on contingent establishment which have been in existence for a long period, say, five years, and which are needed on a permanent basis for the normal working of the departments should be progressively brought on to the regular establishment provided the Government are satisfied that the holders of these posts have full-time work. All other posts should continue, subject to periodic review, on the existing basis.

It is, however, desirable to review the present strength of contingent establishments in different departments and explore the possibilities of some economies. We have reason to fear that some of the posts in contingent establishments have been created in an attempt to

circumvent the orders of Government limiting the number of peons in Government offices on a standard scale. We consider that some of the categories of contingent staff such as punka-pullers may well be abolished. The triple process of review of the existing strength of contingent staff, retrenchment of superfluous staff and regularisation of services of the staff needed for the normal working of the department will take time. It may cause the contingent staff great disappointment, if they do not meanwhile secure some increase in their remuneration along with the regular employees of the Government. We, therefore suggest that as a gesture an increase of Rs. 5 in the total emoluments should be assured to all *full-time* contingent staff on fixed monthly pay.

WORK-CHARGED ESTABLISHMENT (CHAPTER LXII).

The work-charged establishments are generally subdivided into "Provincialised work-charged establishments" and "Non-Provincialised work-charged establishments". The post in Provincialised establishments are generally on time-scales of pay, while Non-Provincialised establishments are generally on fixed rates of pay. We suggest that the Government should initiate a programme of Provincialisation of work-charged establishments with reference to a few guiding principles. Posts which have been in existence for over five years and which can reasonably be expected to continue in future for the normal working of the department should be provincialised. We do not see any need for drawing a further distinction as between permanent and temporary establishments among the provincialised staff.

We have specified the revised scales of pay for the posts on Provincialised work-charged establishment under the appropriate workshops where they are employed. As regards non-provincialised establishments, there should be no distinction in scales as between Provincialised staff and such of the non-provincialised staff as have already been allowed time-scales of pay. In regard to Non-Provincialised *full-time* staff on fixed monthly wages, we recommend that their remuneration may continue to be regulated as at present according to market rates till their services are eventually provincialised in pursuance of our proposals. Meanwhile, we suggest that as a gesture they may be allowed an increase of Rs. 5 in their present emoluments.

EMPLOYEES OF LOCAL BODIES (CHAPTER LXIV).

We have taken the term "Local Bodies" to include the Corporation of Madras, District Boards, Municipalities, Panchayats and Townships.

The Corporation of Madras has full powers to fix the salary and allowances of all its employees except those of a few senior officers. The employees of the Corporation are even now on the same or even more liberal scales of pay than the Government employees of comparable grades and they have also been allowed dearness allowance and House Rent Allowance at the same rates. Apart from passing on the grant received from the Government of India towards the enhancement of dearness allowance of low-paid employees, the State Government have not accepted any liability for financial assistance to the Corporation towards the pay and allowance of its employees. It will, therefore be for the Corporation to consider our revised scales of pay and adopt them for its own employees without, as hitherto, any special financial assistance from the State Government. In the case of other local bodies, the Government have powers to determine the scales of pay and other conditions of service of their employees. We have therefore examined the scales of pay of the more important posts of these local bodies in some detail and have suggested revised scales of pay for them.

The main demand of the employees of local bodies is that there should be parity in scales and other conditions of service between employees of local bodies and State Government. We have considered the *pros and cons* of this issue at some length and have felt that it would be worthwhile to classify the different employees of local bodies broadly into the following three categories :—

- (i) Teachers ;
- (ii) Technical staff such as Doctors, Engineers, Health Inspectors, Maternity Assistants, etc. ; and
- (iii) Administration and other non-technical staff including Last grade servants.

In regard to teachers of all grades, we are strongly of the view that disparities in conditions of service under different agencies should be put an end to and parity of treatment should be assured to all of them irrespective of the agency employing them. It is therefore necessary to place the teachers employed under the local bodies on the same scales as for those employed in the State Government. As regards technical staff, unless the local bodies offer the same scales of pay and conditions of service as under Government service they will not secure the required technical staff for the execution of their schemes. Technical staff serving under local bodies should therefore be allowed the same scales as under Government.

In regard to the ministerial and non-technical services, however, some differences in scales of pay between Government and local bodies seem to be justifiable and necessary on financial grounds. But the minimum wage proposed by us, namely, Rs. 60 for a full-time unskilled employee like a Last grade servant and Rs. 100 for a middle class employee like a Lower Division Clerk should be assured; subject to the assurance of this minimum wage, there cannot be any serious objection in maintaining some difference between the scales of pay of non-technical staff working under local bodies and those of corresponding grades under the State Government. In this view, we propose the following scales of pay for some of the important categories of ministerial staff under local bodies :—

Lower Division Clerks	Rs. 90—3—120—2—140.
Upper Division Clerks	Rs. 110—5—150.
Managers (hereafter to be only in three grades).	<div style="display: inline-block; vertical-align: middle;"> <div style="display: inline-block; vertical-align: middle;">{</div> <div style="display: inline-block; vertical-align: middle;"> Rs. 125—5—175. Rs. 200—5—240—10—270. Rs. 250—15—400. </div> </div>
Bill Collectors	Rs. 70—2—100.

There are a large number of employees like sweepers, scavengers, watchmen, etc., on scales of pay considerably lower than that of peons. Many of them are now on fixed pay as low as Rs. 3 or Rs. 5, though they all get dearness allowance at the same rates as Last grade servants. There are over 14,000 employees on such low fixed pay under Municipalities and over 3,000 employees under District Boards. Any improvement in the conditions of service of this large class of employees can only be gradual, and it will not be obviously within the resources of the local bodies to allow them regular time-scale of pay and assure them also a minimum remuneration of Rs. 60 as suggested in respect of full-time Last grade servants. We would only urge that such full-time employees on low fixed pay as have been in service for over a number of years, say, for not less than five years, and who may be required for the normal work of the local bodies should be regularised according to a phased programme and eventually placed on the scales recommended for Last grade servants. Pending the progressive regularisation of the services of such *full-time* contingent staff according to a phased programme, all such employees may be given an increase of Rs. 5 in their emoluments. All local bodies should also undertake a review of the existing strength of the contingent establishment and explore the scope for economies. Such economies may be inevitable if the employees are ultimately to be assured of a need based minimum wage.

We leave it to the Government in the Local Administration Department to work out in consultation with the Inspector of Municipal Councils and Local Boards revised scales of pay for Panchayat staff with due regard to the scales proposed by us for corresponding grades under Government, Municipalities and District Boards.

The Government have a stake in the maintenance of the efficiency of the services of the local bodies and therefore have to assume some degree of responsibility for improving the conditions of service of employees of local bodies. The exact terms of financial assistance to Municipalities and other local bodies to enable them to accept and implement our recommendations will have to be settled in consultation with the local bodies. We would emphasise that Government should evolve a pattern of financial assistance which, while providing adequate inducement to the local bodies to adopt the improved scales proposed by us for their staff, would not undermine the responsibility which is primarily theirs for maintaining satisfactory conditions of service of their employees. With the reduction of dearness allowance as a result of the merger of the bulk of dearness allowance with pay, grants payable to Municipalities on account of dearness allowance will be reduced and their budgetary position will be affected. We therefore suggest that Government should for the next five years pay them block grants equal to the grant payable towards the cost of dearness allowance during the financial year 1959-60. With this basic financial assistance assured, the local bodies should be called upon to improve the scales of pay of their employees on

the lines indicated by us by the offer of grants towards a suitable proportion of the additional cost of adopting the scales proposed by us, the grant being limited in the first instance to five years.

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT (CHAPTER LXV).

Even after integration, most of the personnel transferred from the former Travancore-Cochin State continue to draw pay in the Travancore-Cochin scale under the protection given to them. The scales of pay suggested by us for the posts with which the various posts transferred from the former Travancore-Cochin State have been integrated will also apply to the personnel transferred from that State. The minimum as well as maximum emoluments under the revised scales of pay proposed are higher than those under the Travancore-Cochin scales of pay for most of the numerically large categories such as peons, constables, teachers, etc. Our revised scales of pay for Gazetted Officers, Non-Gazetted Officers in supervisory grades and technical personnel in general are also higher than the Travancore-Cochin scales of pay. We can, therefore reasonably expect all such employees to opt for the revised scales of pay suggested by us.

There will, however, be certain categories of staff who may experience some hardship in coming on to the revised scale proposed by us. These categories may themselves be classified into two groups. In the first group are categories such as Lower Division Clerks, Upper Division Clerks, etc., in respect of whom the minimum emoluments proposed by us are higher than under the Travancore-Cochin scale but the maximum and the rate of increment are slightly less favourable. Many of these employees who may be at or near the minimum in the Travancore-Cochin scales may still find it advantageous to opt for the revised scale. We, however, suggest that a general option may be given to all such categories to continue on the Travancore-Cochin scales or switch on to the new scales of pay. In order to induce as large a number of employees in this group as possible, to elect for the revised scales, an advance increment over and above what will be admissible under the formula applicable to the generality of employees may be allowed in the fixation of their pay in the new scales.

In the second group are categories of staff such as drivers and conductors in the Transport Department whose emoluments under the Travancore-Cochin scales of pay are far higher than under the revised scales of pay proposed by us. In these cases, there will be no alternative except to allow the existing personnel to draw pay in the Travancore-Cochin scales. In order to make the new rates of dearness allowance applicable to even such employees and to give them the benefit of the merger of the bulk of dearness allowance with pay as in the case of Non-Gazetted and other employees, we suggest that the existing rates of dearness allowance for those class of employees continuing in the Travancore-Cochin scale of pay in excess of the new rates of dearness allowance may be treated as 'dearness pay' and taken into account for purpose of retirement benefits, travelling allowance, etc.

In fixing the pay of the employees of the Kanyakumari district, we suggest that they may be allowed weightage for past service in the Travancore-Cochin scales from 1947 onwards, that being the year in which the current scales of pay were brought in force in Madras State, provided that such service or any portion of it has not already been counted for purposes of advance increments in any revision of scales of pay in the Travancore-Cochin State subsequent to 1947.

METHOD OF FITTING THE EXISTING PERSONNEL INTO THE NEW SCALES (CHAPTER LXVI).

We have indicated in detail the procedure to be followed in fitting the existing employees in the revised scales of pay. We have suggested fixation of pay of Non-Gazetted employees 'at the next stage' in the revised scales and have besides proposed one increment for every three completed years of service subject to a maximum of four increments. We have also suggested that in no case should the increase in emoluments on account of such refixation of pay be less than Rs. 5 or more than Rs. 25. In the case of Gazetted Officers fixation 'at the next stage' or minimum of the new scale whichever is higher will alone be allowed and not any weightage for past service.

SCALES OF PAY OF INDUSTRIAL EMPLOYEES (CHAPTER LXIII).

We have taken the term " industrial employees " to refer to all workers in Government Industrial Undertakings to which the provisions of the Factories Act are applicable. The industrial employees in the sense defined above are employed mostly in the following undertakings :—

- (i) Public Works Workshops ;
- (ii) Highways Workshop including the Transport and Machinery Yard at Guindy ;
- (iii) The Agricultural Engineering Workshop ;
- (iv) Government Press ; and
- (v) Traffic and Technical Wings of the State Transport Department.

There are certain special difficulties in prescribing a satisfactory pay structure for the Industrial Employees. In the absence of Technical Assistance, it has not been possible for us to make an assessment of the existing work loads or the degrees of skill required for different jobs in the Industrial Undertakings and suggest a rational pay structure for them. All that we can do and have done in these circumstances, is to examine the existing structure of emoluments of industrial employees in the light of representations made by the Employees' Unions and the suggestions of the Heads of Departments and to propose a revised pay structure with due regard to the order of increase proposed for comparable grades of non-Industrial Employees. Though we did collect information of scales of pay of the grades of employees in the private sector, we felt that no attempt could be made to fix the scales in Government Industrial Undertakings with reference to the scales in the private sector without examining the allied issues such as comparability of work-loads and other conditions of service of different grades of employees in Government Industrial Undertakings with those in the private sector.

PUBLIC WORKS, HIGHWAYS AND AGRICULTURAL ENGINEERING WORKSHOPS.

The workers' Unions concerned have proposed a revised structure of pay on the basis of a minimum wage of Rs. 155. For reasons indicated elsewhere, we consider that the revised pay structure should be based on a minimum wage of Rs. 60. The unions have also demanded a reclassification of all workers into four grades such as unskilled, semi-skilled, skilled and superskilled. We consider that any such reclassification of workers can appropriately be attended to only by an expert technical body, on an assessment on the spot, of the skills required of the various categories of industrial workers. Further, a particular structure of scales of pay has come to be accepted in these different Government workshops and it may, on the whole, be prudent not to disturb the existing structure.

TRANSPORT DEPARTMENT.

The State Transport Service is a commercial venture for which profit and loss accounts are kept. While a Government can within limits use its powers of taxation for improving the levels of remuneration of staff engaged in providing essential public services, they cannot impose general taxation for raising the remuneration of staff engaged in providing a commercial service which only certain people get at a price. The scales of pay of the Industrial Employees of the Transport Department have therefore to be fixed with due regard to the profits currently earned by the enterprise, and the profits likely to be earned in the future. We find that though the transport undertaking has been working at a profit, it has been on the decline recently. This is a factor calling for a measure of restraint in proposing improvements in the scales of pay of the different grades of workers in the State Transport undertaking. We have obtained information on scales of pay from select firms in the private sector for purpose of comparison. But, it should be remembered that workers in the State Transport undertaking have far greater security of tenure than the private sector and enjoy also certain special privileges in respect of leave and educational concessions. These concessions are difficult to compute in monetary terms, but are nevertheless of substantial value. With reference to the general considerations mentioned above, we have indicated in our report revised scales of pay for the categories of workers in the Transport Department workshops.

Of the different grades of technical workers, Conductors and Drivers constitute numerically the largest group. Unlike workers on identical scales of pay in the workshops, the Drivers and Conductors do not have many chances of promotion to higher posts. We therefore suggest that a selection grade may be created for both Conductors and Drivers with a strength of ten per cent of the total number of each category. We have proposed the following revised scales of pay for them :—

Conductors (Ordinary Grade)	Rs. 70—2—90.
Conductors (Selection Grade newly to be created).	Rs. 80—3—110.
Drivers (Ordinary Grade)	Rs. 80—2—100.
Drivers (Selection Grade newly to be created) ..	Rs. 90—3—105—4—125.

GOVERNMENT PRESS.

The following revised scales of pay are proposed for adoption for some of the important categories of staff in the Government Press :—

Junior Binding Boys	} Rs. 70—2—100.
Junior Binders	
Senior Binders	
Junior Machinemen	
Junior Binder working on cutting machines ..	Rs. 70—2—100 plus a special pay of Rs. 5.
Top Senior Binders and Hand Compositors ..	Rs. 80—3—110.
Imposers	Rs. 90—3—105—4—125.
Machine Maistry	Rs. 100—5—150.
Fitter Maistry	Rs. 125—5—175—10—225.
Monotype and Linotype Operators	Rs. 140—5—200.
Top Senior Foremen	Rs. 175—5—225.
General Foreman	Rs. 200—5—240—10—270.

It is desirable to have a sprinkling of Licentiatees in Printing and Technology among the technical workers of the Government Press. We therefore suggest that Licentiatees in Printing and Technology may be recruited to the posts of Junior Foremen and that at least one out of every five posts falling vacant at this level may be filled by Licentiatees.

RETIREMENT BENEFITS (CHAPTER LXVII).

We have examined the working of the Contributory Provident Fund Pension Scheme, and have concluded that in its present form it is not satisfactory from the point of view of the employees, and that having regard also to the practical difficulties noticed in its working it should be replaced by a much simpler scheme. This scheme should at the same time retain the essential feature of the Contributory Provident Fund Pension Scheme, namely, the assurance of a lumpsum to the Government servant or his family on his retirement or on death. We consider that this object could be achieved if the Liberalised Pension Scheme of the Government of India is adopted in respect of all non-industrial employees of the State Government who are now governed either by the old Pension Scheme under the Civil Service Regulations or the Contributory Provident Fund Pension Scheme. The acceptance of the Liberalised Pension Scheme will assure the employees of the State Government parity in respect of retirement benefits with the employees of the Central Government as was the case prior to 1950.

We also suggest that all employees in receipt of emoluments of Rs. 100 and above should be required compulsorily to contribute to a Provident Fund at $6\frac{1}{2}$ per cent of their emoluments; this will supplement the provision for the family of the Government servant available under the Liberalised Pension Scheme. For those with total emoluments of less than Rs. 100, contributions towards Provident Fund should be optional.

We consider that for calculating pension, all continuous temporary service rendered in a regular capacity should count in full without a deduction of five years being made as at present, provided such temporary service is followed by permanency in the same or in any other post. In the calculation of average emoluments for determination of pension.

officiating pay, i.e., difference between substantive pay and pay actually drawn in the higher officiating appointment, might be counted to the extent of one-half in every case without the present restrictions that the officiating post should have been held for not less than two years, and that the increase in pension should not exceed one-third of the pension calculated on the basis of substantive emoluments alone. The suggestion made by us will not only simplify the calculation of pension, but will also be of considerable benefit to persons securing promotion to higher posts at the fag-end of their service.

We recommend the revival of the concession of "added years", which was in force till some years back, in the determination of the retirement benefits of scientific and technical personnel with research and post-graduate qualifications, and also of categories of staff such as doctors and judicial officers who enter Government service above the age of 25.

The concessions shown to the former District Board Engineers absorbed in the Highways Department in respect of admission to the benefits of the pension scheme should be extended also to Panchayat Officers and Municipal Commissioners whose services have been provincialized.

There is no unanimity of opinion among the representatives of the Industrial Workers about the scheme of retirement benefits best suited to them. While a few Workers' Unions have expressed preference for a pension scheme, others have expressed themselves in favour of the Contributory Provident Fund Scheme. We are of the view that a pension scheme may not be as beneficial to the Industrial Workers as may appear at first sight. We also feel that the retirement benefits available to Industrial Workers in Government undertakings should approximate to those applicable to workers in the private sector. The scheme of retirement benefits in force in Industrial Employment outside the Government is generally the Contributory Provident Fund Scheme; this is also the scheme laid down in the Employees' Provident Fund Act, 1952. We, therefore, consider that a scheme of Contributory Provident Fund would be the most appropriate form of making provision for workers in retirement. The Contributory Provident Fund Rules now in force should be recast in accordance with the requirements of the Employees' Provident Fund Act and the scheme so recast should be applied to all workers in Government Industrial undertakings. This scheme should also be made applicable to all new Government Industrial undertakings even from the outset as it is only a question of time before the Employees' Provident Fund Act is extended to cover all Industrial Establishments. The scheme contemplated under the Employees' Provident Fund Act will, however, have to be adapted in two important respects in its application to Government Industrial workers. The stipulation regarding the investment of Provident Fund accumulations in Central Government securities should be waived in the case of Government Industrial workers and the State Government may continue to hold in deposit the Provident Fund accumulations of their industrial workers. There is also no need for a Board of Trustees in respect of Government Industrial undertakings for the administration of the Provident Fund Scheme. An Advisory Committee with representatives of labour may, however, be constituted for each of the workshops to review the working of the scheme and for bringing to the notice of the authorities any defects in the maintenance of accounts relating to Provident Fund subscriptions.

HOUSE-RENT ALLOWANCE (CHAPTER LXVIII).

There have been many requests from Employees' Associations for further liberalisation of the two Schemes of House Rent Allowance now in force in the State—Madras House Allowance Scheme and Madras House Rent Allowance Scheme. In examining these requests two important points should be borne in mind. A House Rent Allowance, except in cases where Government have, as a measure of policy, chosen to provide rent-free quarters, is intended to reimburse an employee not the full amount of rent paid by him, but only the amount in excess of a reasonable proportion of his pay. Secondly, though the levels of house rent might have risen sharply in recent years, this rise is already reflected to a large extent in the cost of living index and therefore the dearness allowance, the bulk of which will now be merged with basic pay, includes an element of compensation for the rise in house rents as well.

It is necessary to continue the Madras House Allowance in its present form for all employees who are now eligible for the same. But, in view of the new scales proposed by us, the limit for eligibility of Madras House Allowance for non-gazetted employees might be raised to Rs. 200. We do not, however, recommend the extension of the Madras House

Allowance to other employees who are now not eligible for it. We are proposing a liberalisation of the Madras House Rent Allowance Scheme and this would provide relief to a larger number than at present of employees serving in the City.

It has been urged that the Madras House Allowance Scheme should be extended to the bigger Municipalities like Coimbatore, Madurai and Tiruchirappalli. The Madras House Allowance Scheme, by its definition, can apply only to the City and it is therefore incongruous to speak of its extension to other areas outside the City. What the Employees' Associations have in view, is evidently a scheme for reimbursement of rent paid in excess of certain reasonable limits on the lines of the scheme now in force in the Madras City. The formulation of any such scheme should be preceded by a comprehensive survey of the levels of rent paid by the different grades of Government employees in the bigger Municipalities referred to above. We suggest that the Government may undertake such a survey of the levels of rent paid by Government employees in these three towns and take a decision on merits; pending such a decision we do not propose any changes in the present grouping of areas outside the City for purpose of House Rent Allowance.

We feel that relief in respect of house rent should be given to all the lower-paid employees of the State Government in the City, and therefore we suggest that the scheme of Madras House Rent Allowance should be extended to all officers drawing a pay of not more than Rs. 500 in the new scale. This would, in effect, mean the extension of the Madras House Rent Allowance to all non-gazetted Government servants, and also junior Gazetted Officers in the City.

The Madras House Rent Allowance Scheme may be liberalized as follows for employees serving in the City :—

Pay limit.	House Rent allowance proposed.
	RS.
(i) For all employees getting a pay of below Rs. 90 in the new scale.	10
(ii) For all employees on a pay of Rs. 90 and above, but below Rs. 300 in the new scale.	15
(iii) For all employees on a pay of Rs. 300 and above, but not exceeding Rs. 500 in the new scale.	20

The House Rent Allowance proposed by us for employees in the lower salaries group below Rs. 90 is more liberal than that proposed by the Second Central Pay Commission.

Central Government employees serving in the mufassal towns in this State do not get any House Rent Allowance whereas non-gazetted officers in the State Government drawing a pay up to Rs. 150 are now getting a House Rent Allowance. We consider that some liberalization of the House Rent Allowance Scheme would be necessary even for employees serving in the mufassal towns. We, therefore, suggest an extension of the House Rent Allowance Scheme to all employees drawing a pay of Rs. 300 and less in the new scales in all areas now included in the present Group II, i.e., the major Municipalities and other specified areas. We do not recommend any change in the present Group III, i.e., smaller Municipalities, Divisional Headquarters and Taluk Headquarters. Having regard to the revised scale proposed by us, the pay limits and the rates of House Rent Allowance for employees serving in the mufassal may be recast as follows :—

Pay limit.	Rate of House Rent Allowance.
	RS.
<i>Areas now included in Group II such as Madurai, Coimbatore, Tiruchirappalli, Kancheepuram, Vellore, Salem, etc.</i>	
(i) For all employees on a pay below Rs. 75	5
(ii) For all employees on a pay of Rs. 75 and above but below Rs. 100.	7
(iii) For all employees on a pay of Rs. 100 and above but below Rs. 125.	9
(iv) For all employees on a pay of Rs. 125 and above but below Rs. 300.	12
<i>Areas now included in Group III, i.e., all other Municipalities not included in Group II, Divisional Headquarters and Taluk Headquarters not included in Group II.</i>	
For all employees on a pay not exceeding Rs. 200 per mensem.	3

Any scheme for payment of House Rent Allowance for Government employees is only in the nature of a palliative and the only lasting and satisfactory solution for the difficulties faced by the Government employees, particularly the low-paid employees in urban areas, would be for the Government themselves to come forward and provide housing facilities at reasonable rent to its employees. The difficult and unsatisfactory conditions in which a large number of Government employees are housed would inevitably affect their efficiency and morale. The Government as an employer have therefore a vital interest in the improvement of the housing facilities for their employees. Many of the housing schemes now in force such as the Low-Income Group Housing Scheme and the Middle-Income Group Housing Scheme benefit only people who want to own their houses and therefore do not cater to the needs of Government employees who are liable to transfer from place to place. Many of the low-paid employees cannot in any case take advantage of these schemes as a heavy initial payment is generally expected of the beneficiaries. We, therefore, suggest that the Rental Housing Scheme recently formulated, and for which financial assistance from the Life Insurance Corporation is forthcoming, should be continued during the Third Five-Year Plan and a much larger allocation should be made. In order that the limited funds of the Government might be put to the most profitable use, we suggest that the Government may concentrate their efforts in the City and in the bigger Municipalities where the housing problem is most acute. We are aware that any scheme of housing for the low-paid employees will not be self-financing and will therefore be uneconomical in a purely financial sense. But such a scheme may still be worthwhile as there would be adequate returns in terms of the improved efficiency of the employees benefited.

SPECIAL PAY AND DEPUTATION ALLOWANCE (CHAPTER LXIX).

The criteria laid down by the Government for the grant of special pays are theoretically sound and reasonable.

The present definition of the term "foreign service" may be recast so as to exclude service under local bodies and co-operative institutions from its purview. With this redefinition of the term, there will be no need for payment of a deputation allowance to officers of Government posted to work under local bodies and co-operative institutions. A suitable special pay may however be given in cases where a particular assignment under a local body or co-operative institution is of a specially onerous nature.

TEMPORARY ESTABLISHMENTS (CHAPTER LXX).

A disproportionately large number of employees are now holding their posts on a temporary basis. We find that 56 per cent of the Gazetted posts and 48 per cent of the non-gazetted posts are now kept on a temporary basis. This serious imbalance between the permanent and temporary establishments has had adverse effects on the morale of the services. The temporary employees are at a very serious disadvantage in regard to their retirement benefits, as no pension is admissible for temporary service unless it is followed by confirmation. The present high ratio of temporary posts is also bound to lower the standards of recruitment to the cadres concerned. It is necessary therefore as much in public interest as in the interests of employees themselves to determine the permanent strength of establishments on a more rational basis.

The present rule that a post should normally have been in existence for five years before it is made permanent is reasonable and we do not consider it necessary to suggest any change in the rule. But there is clearly need for a radical change of the present spirit in which the rule is at present interpreted. In departments like Public Works Department, a particular post or class of posts may not have been in existence for five years, but if, on a reasonable assessment of the strength of temporary establishments which have been in existence for over five years, it is felt, that their strength cannot fall below a particular level, there should be no reluctance to make posts permanent up to that limit. Again, there are many cadres of staff whose members are deputed to work in other departments, and this practice has not been recognized by providing on a permanent basis for a deputation reserve. The Government, therefore, should take on hand immediately a review of the present strength of temporary establishments in various departments, in the light of the principles suggested by us and reach a quick decision on the permanent retention of temporary posts continuing for a long time. We urge in particular that in the development departments like Public Works, Co-operation, Medical, Industries, etc., where the proportion of temporary posts is very large *ad hoc* Departmental Committees consisting

of the Secretaries to Government, the Heads of Departments and representative of the Finance Department may be set up, to scrutinise the proposals for fixation of the permanent strength of the cadre. The problem of temporary posts has been with us for too long and an early solution should be found for it.

We bring to the notice of the Government, in particular, the hardship of employees in departments such as Women's Welfare, Accommodation Control and Khadi, which have been continuing on a temporary basis for a long time. It is necessary that the Government should take early decisions of policy in regard to the permanent continuance of these departments, and remove the present state of uncertainty, which is not conducive to the efficient working of these departments.

TRAVELLING ALLOWANCE (CHAPTER LXXI).

We are not in favour of the requests for replacement of Fixed Travelling Allowance by Travelling Allowance as on tour for any groups of employees, who are in receipt of it at present. On the other hand, we feel that the scheme of Fixed Travelling Allowance should be extended as far as possible to all employees whose jurisdiction is confined to a compact area such as a Taluk or Block and whose tours can be fairly well-planned in advance. At the same time, we consider that in the case of some Non-Gazetted employees such as District Panchayat Officers, District Inspectors of Local Fund Accounts, District Surveyors and Health Inspectors, whose jurisdiction extends over a District or a large portion thereof, the present rates of Fixed Travelling Allowance are a little low. We, therefore, recommend that the Government may review the Fixed Travelling Allowances of the Non-Gazetted Officers with District-wide jurisdiction and allow suitable increases having regard to the general increase in the cost of living. Similar review may also be made of the Fixed Travelling Allowances of Gazetted Officers with District-wide jurisdiction.

We also recommend that the increases in Fixed Travelling Allowance sanctioned since the War and being continued from time to time may now be made permanent as we are not likely to revert to pre-war conditions.

The Forest Guards who are not allowed any Fixed Travelling Allowance for tours within their jurisdiction should also be allowed a suitable Fixed Travelling Allowance.

Journeys from residence to office and back have at no time been considered to be "public journeys" calling for reimbursement from public funds, and we do not, therefore, recommend the sanction of any conveyance allowance for officers serving in the Secretariat.

In recent years the Government have supplied motor vehicles to some officers who have to tour regularly within a limited jurisdiction. We feel that it will be inappropriate to give such officers any conveyance allowance. The Government may review all existing sanctions of conveyance allowance in the light of this principle.

We consider that the existing rates of daily allowance, mileage and railway fares do not call for any substantial changes. We have, however, proposed a re-gradation of Government servants, for purpose of travelling allowance with reference to the new scales of pay proposed. We have taken this opportunity to simplify the existing number of grades and have proposed only four grades among Gazetted Officers and four grades among the Non-Gazetted Officers.

We do not consider that the existing rates of mileage need any revision. But we suggest that the concession of enhanced mileage allowed to the Deputy Superintendents of Police may be extended also to Deputy Collectors on general duty.

EDUCATIONAL AND MEDICAL CONCESSIONS (CHAPTER LXXII).

In view of the substantial improvement in scales of pay and other compensatory concessions now proposed for all grades of Non-Gazetted employees, there is not much scope or need for further liberalization of the various "fringe benefits" like educational concessions. The various employees' associations have expressed considerable dissatisfaction over the present working of the scheme of medical concessions. Their main complaint is that they do not often get the care and attention they need at the hands of the authorized medical attendants. They have therefore urged that they should be permitted to consult any registered medical practitioner of their choice and get their expenses reimbursed. We do not recommend this request as it is fraught with possibilities of abuse. The Government should, however, take note of the widespread discontent about the

working of the present system, and issue instructions to the Director of Medical Services to take suitable and prompt remedial action when complaints about authorized medical attendants are brought to his notice by the employees. It should be recognized that attendance on Government employees entitled to free medical assistance is part of the legitimate duties of authorized medical attendants.

We are of the view that a contributory health service scheme, on the lines of the scheme in force in Delhi, can be successfully worked in Madras City and that under this scheme, the employees, in return for a small contribution, will secure substantial benefits. A suitable contributory health service scheme for State Government employees serving in the City may, therefore, be drawn up. The views of the important service associations may also be ascertained before this scheme is finalized. The change from non-contributory to contributory basis for provision of medical aid may on the face of it appear to be an abridgement of the existing concessions, but it will in actual practice, lead to a considerable improvement in the scale and standards of medical relief now available to the staff.

A contributory health service scheme may not be feasible for employees outside the City as there may not be a sufficiently large number of employees at any centre to make such a scheme worthwhile and economical. We, therefore, suggest that a special dispensary, such as the one now functioning in the Secretariat, may be opened at all the district headquarters at a central place such as the Collector's Office building, for the benefit of the Government employees entitled to free medical aid.

We have considered the request for the extension of medical benefits to teachers in aided institutions. These teachers are dispersed all over the State and many of them are employed in places where there are no facilities for medical relief. We are not sure, therefore, whether a scheme of medical concessions on the lines now applicable to the Government employees will be of any substantial benefit to teachers in aided institutions. We, however, suggest that Government may have the administrative implications of the extension of the scheme of medical concession to teachers in aided institutions examined in greater detail. When the contributory health service scheme proposed by us for Government employees in the city is implemented, the possibility of bringing the teachers of aided institutions in the city within its scope may also be explored.

LEAVE PROVISIONS (CHAPTER LXXIII).

It has been represented that accumulation of leave should be allowed up to a maximum of 180 days as against 120 days at present. The main purpose in fixing a limit on the accumulation of leave is to encourage the employee to take leave at short intervals and thus keep himself physically and mentally refreshed. There is no case for raising the limit for accumulation of leave from 120 to 180 days. But we do not however recommend any reduction of the leave privileges of the non-industrial staff on the lines proposed by the Second Central Pay Commission.

The present distinction between Last Grade Servants and others in respect of eligibility for leave is valid, as mental workers need longer rest and at more frequent intervals than manual workers.

As regards leave privileges of industrial employees, it is desirable that the conditions in Government industrial establishments should approximate to those in the private sector. A distinction may, therefore, be made between industrial and non-industrial employees of Government and the former may be allowed leave privileges on the scale laid down in the Factories Act. It may not, however, be fair or expedient to withdraw the more liberal leave provisions which the Government industrial workers have hitherto been enjoying. We, therefore, suggest the continuance of the existing leave provisions in regard to the industrial workers already in service. But, for new entrants in the existing industrial establishments as well as in new Government industrial units, leave provisions as contemplated in the Factories Act, may be applied from the outset.

PUBLIC HOLIDAYS, CASUAL LEAVE AND HOURS OF WORK (CHAPTER LXXIV).

The Government have specially asked us to consider the question of reduction of number of closed holidays for offices of the State Government and also of reduction in the limits of eligibility for casual leave for employees. The complaint that the number of holidays for Government employees in this country is far too many is well-founded. In the present crucial stage of our economic development, there is a clear need for greater

productive efforts from all sections of the population and the Governmental machinery should itself set an example. Increased output of work can legitimately be expected of the employees of Government particularly in view of the improvement in their scales of remuneration which we have suggested. We have made a review of the current list of public holidays in the light of the recommendations of the Second Central Pay Commission and the decisions of the Government of India thereon and suggest that the number of closed holidays may be reduced from 26 at present to 15 in a year. The employees may, in addition, be allowed three optional religious holidays. Administratively it will be most convenient to treat these three optional religious holidays as "Special Casual Leave". On the recommendations of the Second Central Pay Commission the Government of India have reduced the limit of eligibility for casual leave from 15 to 12 days. In view of this, we would also suggest that the casual leave limit for employees of State Government may be notionally cut from 15 to 12 days, but to this may be added three optional holidays for religious and festive occasions for which closed holidays are not allowed. We see no serious objection to such special casual leave for religious occasions being prefixed or suffixed to normal casual leave.

We consider that one Saturday in a month should continue to be a closed holiday. But, the last Saturday of every month may be prescribed as a closed holiday instead of penultimate Saturday as at present.

The total number of hours of work for the State Government offices are the lowest among all State Governments in India except Jammu and Kashmir. The prescribed hours of work for the offices under the State Government are from 11 a.m. to 5 p.m. with a break of half-an-hour for lunch, while the offices of the Government of India work from 10 a.m. to 5 p.m. There can be no doubt, that 11 o'clock is too late an hour in the day to commence work, particularly in a State like Madras with its hot climate. The more conscientious employees no doubt work longer than the prescribed hours, and the general view among the public that the State Government employees have a lot of free time may not be altogether charitable. But a full day's work should not only be done in Government offices, but should also be generally known to be done, which may not be the case now with a five and a half hour working day. It is very often urged that the present working hours have been fixed with reference to the dietary habits of our people and, that in particular the offices cannot commence work earlier than 11 a.m. as many of the employees have their principal meal in the morning. This argument does not carry much conviction with us as employees of the State Government are drawn from the same social groups as employees of the Government of India and the employees in commercial houses, who do not seem to be particularly inconvenienced by having to attend their offices earlier than 11 a.m. We do not want to suggest any sharp increase in the hours of work straightway. We, therefore, suggest that the hours of work may be altered as from 10-30 a.m. to 5 p.m. with half-an-hour break for lunch. Even after this change, the State Government employees would be working only for six hours a day which cannot, by any standard, be considered to be excessive.

FINANCIAL IMPLICATIONS OF OUR RECOMMENDATIONS (CHAPTER LXXV).

Our recommendations in regard to the revision of scales of pay, improvement in retirement benefits and upgrading of certain grades will involve an additional expenditure of approximately Rs. 703.91 lakhs per annum. Of this, the immediate cost of our proposals is roughly estimated at Rs. 491.40 lakhs per annum.

PART IV

COMMON CATEGORIES.

(Chapter VII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Last Grade Servants (Peons).	16,738	18—1—25 ..	..	50—1—60.	
2 Attenders	2,008	24—1—35 ..	..	55—1—70.	
3 Drivers .. .. .	..	35—1—45 to 50—2		70—1—80 for Drivers of Light Vehicles and 75—1—85 for Drivers of Heavy Vehicles.	
		—60—2½—75.			
4 Lower Division Clerks ..	14,898	} 45—3—60—2—90..		90—4—110—3—140.	
5 Typists and Steno-typists ..	2,412				
6 Upper Division Clerks ..	5,516				
		80—5—110	..	} 125—5—175.	
		80—5—110—3—			
		125.			
7 Junior Superintendents ..	527	140—5—190	..	} 180—5—200—10—300.	
8 Senior Superintendents, Grade II.	159	190—10—240	..		
9 Senior Superintendents, Grade I.	21	250—10—300	..		

SECRETARIAT.

(Chapter VIII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	369	18—1—25 ..	..	50—1—60.	
2 Duffadars	29	22—1—30 ..	..	50—1—60	plus
					Rs. 5 special pay.
3 Attenders	90	24—1—35 ..	..	55—1—70.	
4 Upper Division Clerks ..	12	80—5—110—3—125.		125—5—175.	
5 Upper Division Accounts Clerk.	1	80—5—110—3—125.		125—5—175.	
6 Junior Superintendents ..	3	140—5—190	..	180—5—200—10—300.	
7 Senior Superintendent ..	1	190—10—240	..	180—5—200—10—300.	
8 Menials	2	16—1—25 ..	..	50—1—60.	
9 Cleaners	12	16—1—25 ..	..	50—1—60.	
10 Watermen	9	16—1—25 ..	..	50—1—60.	
11 Sweepers	13	16—1—25 ..	..	50—1—60.	
12 Scavengers	11	16—1—25 ..	..	50—1—60.	
13 Additional Gardener ..	1	16—1—25 ..	..	50—1—60.	
14 Chowkidars	29	18—1—25 ..	..	50—1—60.	
15 Head Chowkidars	2	24—1—35 ..	..	55—1—70.	
16 Van Cleaners	4	20—1—25 ..	..	50—1—60.	
17 Gardeners	2	20—1—30 ..	..	50—1—60.	
18 Assistant Sergeant	1	22—1—30 ..	..	50—1—60	plus
					Rs. 5 special pay.
19 Electric Lift Operators ..	2	30—1—40 ..	..	55—1—70.	
20 Motor Cycle Messengers ..	2	30—1—40 ..	..	70—1—80.	
21 Drivers, Grade II	5	40—2—50 ..	..	70—1—80.	
22 Drivers, Grade I	2	50—2—60—2½—75.		75—1—85.	
23 Sergeant	1	40—2—50—1—55.		80—2—100.	
24 Shroffs	2	40—2—50—1—65.		90—3—105—4—125.	
25 Council Dubash	1	50 (Fixed) ..	..	80—2—100.	

SECRETARIAT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
26 Lower Division Clerks (Central Branches).	35	51—3—75—2½—100.	90—4—110—3—140 (Graduates to start on Rs. 102).
27 Lower Division Clerks (other than those in the Central Branches).	193	51—3—75—2½—100.	90—4—110—3—140 (Graduates to start on Rs. 102).
28 Cash Clerk	1	51—3—75—2½—100.	90—4—110—3—140.
29 Telephone Operators	4	51—3—75—2½—100.	90—4—110—3—140.
30 Typists and Steno-typists ..	270	51—3—75—2½—100.	90—4—110—3—140.
31 Supervisor	1	80—2—100 ..	125—3—140—5—150.
32 Upper Division Clerks ..	491	90—10—150—5—175.	140—10—240.
33 Upper Division Accountants.	22	90—10—150—5—175.	140—10—240.
34 Personal Clerk to the Chief Secretary.	1	100—5—200 ..	140—10—240.
35 Personal Clerks to Ministers ..	10	100—5—200 ..	140—10—240.
36 Confidential Assistants, Grade II.	1	180—7½—300 ..	225—15—375.
37 Confidential, Assistants, Grade I.	3	200—20—400 ..	250—25—500.
38 Superintendent (Strictly Confidential).	1	240—20—500 ..	300—25—600.
39 Personal Assistants to Ministers.	6	200—20—400 ..	250—25—500.
40 Superintendents	207	200—20—400 ..	250—25—500.
41 State Administration Report Officer.	1	300—50/2—700 ..	375—25—800.
42 Khadi Special Officer ..	1	300—50/2—700 ..	375—25—800.
43 Assistant Secretaries to Government.	48	475—75/2—700 ..	550—40—750—50—800.
44 Personal Assistant to the Chief Minister.	1	475—75/2—700 plus Rs. 60 special pay.	550—40—750—50—800 plus special pay as at present.
45 Under Secretaries to Government (other than Law Department).	..	(Junior I.A.S. scale).	(Junior I.A.S. scale).
46 Under Secretary to Government, Law Department.	1	Pay as Sub-Judge plus Rs. 200 special pay; or pay as District Munsif plus Rs. 100 special pay.	Rs. 650—40—850 plus Rs. 200 special pay for Sub-Judges or Rs. 375—25—700 plus Rs. 100 special pay for District Munsifs.
47 Deputy Secretaries to Government (Non-I.A.S.).	19	475—75/2—700 plus Rs. 200 special pay.	Rs. 900—50—1,200 or Rs. 550—40—750—50—800 plus special pay.
48 Deputy Secretaries to Government (I.A.S.).	8	800—1,800 (I.A.S. scale).	(I.A.S. scale).
49 Joint Secretary to Government, Law Department.	1	Pay admissible to the officer in the State Higher Judicial Service plus Rs. 250 special pay.	The same pay as District Judge plus special pay of Rs. 250.
50 Secretary to Government, Law Department.	1	1,400—100/2—1,800.	Scale of District Judge plus a special pay of Rs. 250.

SECRETARIAT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
51 Secretaries to Government and Additional Secretaries to Government.	..	800—1,800 plus Rs. 250 special pay.	} I.A.S. scale.
52 Private Secretary to the Chief Minister.	..	800—1,800 plus Rs. 250 special pay.	
53 Secretaries to Government and Additional Secretaries to Government.	...	I.C.S. scale plus Rs. 250 special pay.	
54 Chief Secretary to Government.	1	3,750 (fixed) ..	....

Miscellaneous posts.

55 Special Officer for Small Savings Scheme and Ex-Officio Deputy Secretary to Government.	1	600—50—1,200 plus Rs. 200 special pay.	(Post held in abeyance.)
56 Secretary, Tamil Development and Research Council.	1	800 (fixed)	.. 800 (fixed).
57 Secretary, <i>Ad hoc</i> Committee.	1	850 (fixed)	.. 850 (fixed).
58 Tracer	1	35—1—55 ..	.. 70—2—100.
59 Draughtsman	1	120—5—150	.. 175—10—225.
60 Superintendent	1	120—10—200	} Being C.I.T. Staff, no change is proposed.
61 Assistant Engineer	1	300—20—500	

GOVERNOR'S SECRETARIAT.

(Chapter IX.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	6	18—1—25	50—1—60.
2 Duffadar	1	22—1—30	50—1—60 plus Rs. 5 special pay.
3 Attenders	2	24—1—35	55—1—70.
4 Steno-typist	1	51—3—75—2½—100.	140—10—240.
5 Upper Division Clerks ..	2	90—10—150—5—175 plus Rs. 35 special pay.	140—10—240.
6 Superintendent	1	200—20—400 ..	250—25—500.
7 Confidential Assistant, Grade I.	1	200—20—400 plus Rs. 35 special pay and Rs. 35 shorthand special pay.	250—25—500.
8 Personal Assistant	1	250—20—450 ..	300—25—600.

State Services.

9 Assistant Private Secretary to the Governor.	1	350—50/2—600 ..	375—25—800.
10 Private Secretary to the Governor.	1	475—75/2—700 plus Rs. 200 special pay.	900—50—1,200 or 550—40—750—50—800 plus Rs. 200 special pay.
11 Secretary to Governor ..	1	(Post held in abeyance.)	...

GOVERNOR'S HOUSEHOLD.

(Chapter X.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons and Harkaraha	7	18—1—25	50—1—60.		
2 Duffadar	1	22—1—30	50—1—60	plus special pay Rs. 5.	
3 Attenders	2	24—1—35	55—1—70.		
4 Male Nursing Orderlies	2	19—1—25	50—1—60.		
5 Maternity Assistant	1	40—3—55—1—70.	80—3—110—2—120.		
6 Pharmacists	2	45—2—85	90—4—110—3—140.		
7 Machine Minder	1	40—2—60—EB—1—70.	80—3—110.		
8 Binder	1	40—2—60—EB—1—70.	80—3—110.		
9 Compositor	1	40—2—60—EB—3—75.	80—3—110.		
10 Lower Division Clerks	5	51—3—75—2½—100.	90—4—110—3—140.		
11 Upper Division Clerks	2	100—5—150—10—190.	140—10—240.		
12 Assistant House Steward	1	100—5—150	150—5—200.		
13 House Steward	1	140—10—200	175—10—225—15—375.		
14 Cashier	1	140—10—200	180—5—200—10—250.		
15 Superintendent	1	200—20—300	250—25—500.		
16 Garden Overseer	1	100—5—140	150—5—200 or 200—10—250—15—400 if he is an Agricultural Graduate.		
17 Garden Superintendent	1	150—10—220—20—300.	200—10—250—15—400 plus Rs. 20 special pay.		
18 Hospital Sweeper	1	15—1—20	50—1—60.		
19 Ayah	1	16—1—25	50—1—60.		
20 Staff Nurse	1	50—3—65—2—75..	90—3—105—4—125 or the same scale as in Medical Department if fully qualified.		
21 Tent Tindal	1	35—1—40	70—1—80.		
22 Motor Cyclist	1	35—1—45	70—1—80.		

Gazetted.

23 Medical Officer (Raj Bhavan Hospital).	1	200—25/2—400 ..	300—15—450—25—575.
24 Aide-de-Camp to the Governor.	1	I.A.F. scale plus special pay Rs. 150.	No change.
25 Aide-de-Camp to the Governor.	1	Deputy Superintendent of Police's scale plus Rs. 150 (280—30/2—310—40/2—350—50/2—650).	375—25—800 plus special pay Rs. 150.
26 Assistant Comptroller.. .. .	1	350—50/2—600 ..	375—25—800.
27 Comptroller	1	550—50/2—750 ..	375—25—800 plus special pay Rs. 200.

MADRAS LEGISLATURE SECRETARIAT
(Chapter XI.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons including Chowkidars.	49	18—1—25	.. ..	50—1—60.	
1-A Duffadars	5	22—1—30	.. ..	50—1—60	plus special pay Rs. 5.
2 Dubash	2	Rs. 50 (fixed)		80—2—100.	
3 Sergeant	1	45—3—60—2½—80	.. ..	90—4—110—3—140.	
4 Attenders, Grade II	7	24—1—35	.. ..	55—1—70.	
5 Attenders, Grade I	3	40—2—50—1—55	.. ..	70—2—100.	
6 Record-Keeper	1	40—2—50—1—55	.. ..	70—2—100.	
7 Rotaprint Operator	1	40—2—60	.. ..	70—2—100.	
8 Adler Typewriter Operator	1	70—4—110	.. ..	100—5—150.	
9 Telephone Clerk	1	51—3—75—2½—100.	.. ..	90—4—110—3—140.	
10 Typists	4	51—3—75—2½—100.	.. ..	90—4—110—3—140.	
11 Steno-typists	5	51—3—75—2½—100.	.. ..	90—4—110—3—140.	
12 Lower Division Clerks	17	51—3—75—2½—100.	.. ..	90—4—110—3—140.	
13 Upper Division Clerks	17	90—10—150—5—175.	.. ..	140—10—240.	
14 Personal Assistant to Chairman.	1	100—5—200	.. ..	140—10—240.	
15 Personal Assistant to Speaker.	1	100—5—200	.. ..	140—10—240.	
16 Librarian	1	200—10—300..	.. ..	225—15—375.	
17 Assistant Superintendents	2	200—10—300..	.. ..	250—25—500.	
18 Reporters (Tamil)	8	200—10—400..	.. ..	250—10—300—15 450—25—500.	
19 Reporters (English)	12	200—10—400..	.. ..	250—10—300—15— 450—25—500.	
20 Superintendents	6	200—20—400..	.. ..	250—25—500.	
21 Assistant Secretaries	3	400—50/2—700	.. ..	375—25—700 plus Rs. 100 special pay for District Mun- sifs and for others the same as Assis- tant Secretaries to Government.	
22 Deputy Secretaries	2	550—50/2—900	.. ..	650—40—850 plus Rs. 200 special pay for Subordinate Judges and for others the same as Deputy Secretaries (non-I.A.S.)	
23 Secretary	1	800—50—1,000—60 1,300—50—1,800.	.. ..	I.A.S. scale (as may be revised).	

MADRAS PUBLIC SERVICE COMMISSION.
(Chapter XII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	27	18—1—25	.. ..	50—1—60.	
2 Duffadar	1	22—1—30	.. ..	50—1—60	plus spe- cial pay Rs. 5.
3 Attenders	2	24—1—35	.. ..	55—1—70.	
4 Typists and Steno-typists	11	45—3—60—2—90	.. ..	90—4—110—3—140.	
5 Lower Division Clerks	66	45—3—60—2—90	.. ..	90—4—110—3—140.	
6 Upper Division Clerks	15	80—5—110—3—125..	.. ..	125—5—175.	
7 Accountant	1	80—5—110—3—125..	.. ..	125—5—175.	
8 Superintendent	12	140—10—240—20— 400.	.. ..	180—10—300—25— 500.	

MADRAS PUBLIC SERVICE COMMISSION—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
9 Assistant Secretary	2	500—50/2—750	..	550—40—750—50—800.	
10 Deputy Secretary	1	500—50/2—750 plus special pay Rs. 100.		550—40—750—50—800 plus special pay Rs. 100.	
11 Secretary	1	800—100/2—1,200.		900—50—1,200.	

AGRICULTURE DEPARTMENT.

(Chapter XIII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1. Peons	390	18—1—25	..	50—1—60.	
2 Attenders	40	24—1—35	..	55—1—70.	
3 Typists	142	45—3—60—2—90..		90—4—110—3—140.	
4 Steno-typists	13	45—3—60—2—90..		90—4—110—3—140.	
5 Lower Division Clerks ..	661	45—3—60—2—90..		90—4—110—3—140.	
6 Upper Division Clerks, Grade II.	263	80—5—110	..	125—5—175.	
7 Upper Division Clerks, Grade I.		80—5—110—3—125.		125—5—175.	
8 Head Clerks	4	115—5—140	..	150—5—200.	
9 Junior Superintendents ..	52	140—5—190	..	180—5—200—10—300.	
10 Senior Superintendents ..	8	190—10—240	..	180—5—200—10—300.	
11 Manager	1	250—10—300	..	325—15—400.	
12 Laboratory Attendants ..	..	24—1—35	..	55—1—70.	
13 Library Attenders .. ..	..	24—1—35	..	55—1—70.	
14 Insectory Attendants	40	24—1—30	..	55—1—70.	
15 Demonstration Maistris, Grade II.	1,077	20—1—30	..	50—1—60.	
16 Demonstration Maistris, Grade I.	44	30—1—40	..	65—1—75.	
17 Assistant Librarian	1	80—3—95—5—110.		125—5—175.	
18 Junior Steward	1	80—5—110	..	125—5—175.	
19 Senior Steward	1	140—5—190	..	180—5—200—10—300.	
20 Fieldmen, Grade II	484	45—2—55—1—60..		90—3—105—4—125.	
21 Fieldmen, Grade I	27	60—2—70—1—80.		110—3—140.	
22 Fieldmen, Special Grade ..	4	80—5—110—EB—5—130.		(To be abolished).	
23 Agricultural Engineering Supervisors.	61	100—250	..	150—5—175—10—225—15—375.	
24 Agricultural Engineering Supervisor (Electrical).	1	100—250	..	150—5—175—10—225—15—375.	
25 Supervisors	16	100—5—150—10—250.		150—5—175—10—225—15—375.	
26 Lorry, Bus and Jeep Cleaners.	23	15—1—20	..	50—1—60.	
27 Lorry Cleaner (Pumping and Boring Branch).	..	16—1—20	..	50—1—60.	
28 Tractor Cleaners	142	20—1—25	..	50—1—60.	
29 Jeep Drivers	45	35—1—45	..	70—1—80.	
30 Lorry and Bus Drivers ..	34	40—1—50	..	75—1—85.	
31 Junior Tractor Drivers ..	210	40—1—50	..	75—1—85.	
32 Senior Tractor Drivers ..	74	50—1—60	..	80—2—100.	
33 Draughtsmen, Grade III ..	8	70—2—90—3—120.		120—3—150—5—175.	

AGRICULTURE DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
34 Draughtsmen (Mechanical)—			
For M.Es.	2	70—2—90—EB—3 —120.	120—3—150—5— 175.
For others . . . . .	..	35—1—55	70—2—100 for un- qualified.
35 Draughtsman, Grade I ..	1	150—5—180 ..	225—15—300.
36 Museum Curator	1	45—2—65—1—75.	90—3—105—4—125.
37 Sanitary Inspector	1	60—3—90—EB— 4—130.	100—5—200.
38 Artists	15	90—3—120 ..	100—5—150.
39 Upper Subordinates	893	135—5—170—10— 270.	200—10—250—15— 400.
40 Tracers	2	35—1—55 ..	70—2—100.
41 Nursing Orderly .. ..	..	19— $\frac{1}{2}$ (A)—25 ..	50—1—60.
42 Dark Room Attendant ..	..	24—1—35 ..	55—1—70.
43 Time-keeper	1	35—1—55 ..	70—2—100.
44 Veterinary Compounder ..	1	35—1—60 ..	80—2—100.
45 Store-keeper, Grade II ..	34	35—2—65 ..	70—2—100.
46 Oil Engine Drivers	320	40—3—70 ..	80—3—110.
47 Store-keepers, Grade I ..	12	60—4—100 ..	90—4—110—3—140 plus special pay Rs. 10.
48 Computer	1	80—5—110 ..	125—5—175.
49 Compost Development Inspectors.	81	80—5—110.. ..	125—5—175.
50 Photographer .. .. .	..	90—3—120.. ..	125—3—140—5— 150.
51 Inspectors of Power Drills ..	2	100—5—150 ..	125—5—175—10— 225.
52 Stores Superintendents ..	3	140—5—190 ..	180—5—200—10— 250.
53 Librarian	1	140—250	180—5—200—10— 300.
54 Technical Assistant	1	150—10—250 ..	225—15—375.
55 Assistant Lecturer in Animal Husbandary	1	150—300	225—10—275—15— 425.
56 District Agricultural Officers..	46	230—30/2—260— 40/2—500—50/2 —700.	375—25—800.
Curator, Government Botanical Gardens, Ootacamund.	1	230—30/2—260— 40/2—500—50/2 —700.	375—25—800.
Assistant Crop Specialists, Assistant Research Officers, Superintendents of Agricultural Research Station, and Lecturers in Agriculture College and Research Institute.	68	230—30/2—260— 40/2—500—50/2, —700.	375—25—800.
57 Assistant Agricultural Engineers (Research).	2	260—30/2—380— 40/2—500.	350—25—650.
Assistant Agricultural Engineers (Mechanical and Civil).	18	260—30/2—380— 40/2—500.	350—25—650.
58 Lecturer in Animal Husbandry.	1	260—40/2—700 ..	375—25—800.
59 Administrative Officers	3	260—30/2—380— 40/2—500.	350—25—650.
60 Assistant Directors (Drilling).	3	260—30/2—380— 40/2—500.	350—25—650.
61 Personal Assistant to the Director of Agriculture.	1	300—50/2—700 plus special pay of Rs. 50.	375—25—800.
62 Junior Accounts Officers ..	3	300—50/2—500 ..	300—25—600 or 375—25—800 as the case may warrant.
63 Accounts Officer, Office of the Director of Agriculture.	1	500—35—850 ..	375—25—800.

AGRICULTURE DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
64 Deputy Directors of Agriculture, State Marketing Officer and Agronomist.	7	420—40/2—500—50/2—750.	600—30—900.
65 Professor of Agriculture ..	1	420—40/2—500—50/2—750.	600—30—900.
66 Crop Specialists and Agricultural Research Officers.	13	420—40/2—500—50/2—750.	600—30—900.
67 Readers in the Post-Graduate Research Institute.	4	420—40/2—500—50/2—750.	600—30—900.
68 Professor in Animal Husbandry.	1	420—700	600—30—900.
69 Deputy Director (Drilling) ..	1	420—30/2—600—50/2—700.	600—30—900.
70 General Superintendent, Industrial Engineering Workshop.	1	420—30/2—600—50/2—700.	600—30—900.
71 Professor of Agricultural Engineering, Agricultural College and Research Institute.	1	500—850	600—40—1,000.
72 Professors in the Post-Graduate Institute.	3	600—75/2—900. ..	700—40—900—50—1,000.
73 Joint Directors of Agriculture and Principal, Agricultural College, Coimbatore.	6	800—100/2—1,000.	900—50—1,100.
74 Dean and Additional Director of Agriculture, Post-Graduate Research Institute, Coimbatore.	1	1,200—100—1,400.	1,200—50—1,400.

ANIMAL HUSBANDRY DEPARTMENT.

(Chapter XIV.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	273	18—1—25	50—1—60.
2 Duffadar	1	22—1—30	50—1—60 plus special pay Rs. 5.
3 Typists	50	45—3—60—2—90..	90—4—110—3—140.
4 Steno-typists	4	45—3—60—2—90..	90—4—110—3—140.
5 Typist-cum-Clerks	2	45—3—60—2—90..	90—4—110—3—140.
6 Lower Division Clerks	79	45—3—60—2—90..	90—4—110—3—140.
7 Store-keepers	9	45—3—60—2—90..	90—4—110—3—140.
8 Upper Division Clerks, Grade II.	43	80—5—110.. ..	125—5—175.
9 Upper Division Clerks, Grade I.	24	80—5—110—3—125.	125—5—175.
10 Computer	1	80—3—95—5—110.	125—5—175.
11 Commercial Accountant	1	80—5—110—3—125.	125—5—175.
12 Senior Computer	1	100—5—175	140—5—220.
13 Office Managers	3	115—5—140	150—5—200.
14 Junior Superintendents	8	140—5—190	180—5—200—10—300.
15 Senior Superintendent	1	190—10—240	180—5—200—10—300.
16 Attenders	101	24—1—35	55—1—70.
17 Fieldmen	33	45—2—55—1—60.	90—3—105—4—125.
18 Agricultural Farm Managers.	8	135—5—170—10—270.	200—10—250—15—400.
19 Physical Director, Madras Veterinary College.	1	100—5—140—10—190.	140—5—180—10—250.
20 Demonstrators, Madras Veterinary College.	6	80—5—120—10—140.	140—5—180—10—250.

ANIMAL HUSBANDRY DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
21 Weaver Assistant	1	35—2—45 ..	..	65—1—70—2—90,	
22 Weaver	1	45—3—60 ..	..	80—3—110.	
23 Designer	1	75—5—150	..	125—5—200.	
24 Refrigerator Mechanic, Veterinary Institute, Ranipet.	1	120—5—200	..	150—5—175—10— 225—15—300.	
25 Foreman, Hosur Cattle Farm.	1	120—5—180	..	150—5—200.	
26 Radiographer, Madras Veterinary College.	1	70—5—100	..	100—5—200.	
27 Cleaners	7	15—1—20 ..	..	50—1—60.	
28 Flockmen	8	35—1—50 ..	..	70—1—80.	
29 Junior Flockmen	7	20—1—30 ..	..	50—1—60.	
30 Senior Flockmen	7	25—1—35 ..	..	55—1—70.	
31 Carpenters	3	35—1—45 ..	..	65—1—70—2—90.	
32 Maistries	17	40—1—45 ..	..	70—2—100.	
33 Counters	7	35—1—45 ..	..	65—1—70—2—90	
34 Laboratory Assistants ..	9	50—3—65—2—75.	..	90—3—105—4— 125.	
35 Boilerman	1	35—2—55—1—60.	..	70—2—100.	
36 Van and Tractor Drivers ..	50	{ 35—1—45 .. 40—1—50 ..	..	70—1—80. 75—1—85.	
37 Electrician	1	45—2—65 ..	..	80—2—100.	
38 Vaccinators	2	40—2—60 ..	..	90—3—105—4— 125.	
39 Master-Flayer, Flaying School, Veterinary College.	1	60—3—90 ..	..	90—3—105—4— 125.	
40 Librarian, Madras Veterinary College.	1	100—5—150	..	140—5—180—10— 250.	
41 Mechanic, Madras Veterinary College.	1	40—1—45 ..	..	75—1—85.	
42 Mechanic, Ranipet	1	55—3—85 ..	..	90—3—105—4— 125.	
43 Mechanic, Hosur	1	60—3—120	..	90—3—105—4— 125.	
44 Artists and Photographers ..	4	90—3—120	..	125—3—140—5— 150.	
45 Dairy Assistants	2	120—5—200—10— 250.	..	150—5—175—10— 225—15—300.	
46 Supervisors	17	120—5—200—10— 250.	..	150—5—175—10— 225—15—300.	
47 Veterinary Compounders ..	96	35—1—60 ..	..	80—2—100.	
48 Stockmen (Community Development Projects and National Extension Service).	493	60—3—105	..	100—4—120—3— 150.	
49 Livestock Inspectors	128	90—3—120—4—160.	..	140—5—220.	
50 Veterinary Assistant Surgeons.	404	150—5—200—10— 300.	..	225—10—275—15 —425.	
51 Accounts Officer	1	300—50/2—500	..	300—25—600 or 375—25—800 as the case may warrant.	
52 Personal Assistant to the Director.	1	300—50/2—700	..	375—25—800.	
53 Lecturer in Agriculture ..	1	230—30/2—260— 40/2—500—50/2 —700.	..	375—25—800.	
54 District Veterinary Officers, Research Officers, Lecturers, Superintendents of Research Stations, Livestock Farm, etc.	68	260—40/2—700	..	375—25—800.	
55 Professors and Readers (Madras Veterinary College).	14	420—40/2—700	..	600—30—900.	

ANIMAL HUSBANDRY DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
56 Professors (Post-Graduate Course).	13	600—75/2—900	..	700—40—900—50—1,000.	
57 Deputy Director, Principal Veterinary College, Superintendent of Preventive Medicine Institute, Ranipet, etc.	5	800—100/2—1,000.		900—50—1,100.	
58 Director of Animal Husbandry.	1	1,200—100/2—1,400.		1,200—50—1,400.	

BOARD OF REVENUE (REVENUE DEPARTMENT).

(Chapter XV.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	4,411	18—1—25	..	50—1—60.	
2 Lascars	228	18—1—25	..	50—1—60.	
3 Duffadars	2	22—1—30	..	50—1—60	plus
				special pay Rs. 5.	
4 Attenders	536	24—1—35	..	55—1—70.	
5 Jeep Drivers	51	35—1—45	..	70—1—80.	
6 Truck and Pick Up Van Drivers.	14	40—1—50	..	75—1—85.	
7 Lower Division Clerks ..	4,374	45—3—60—2—90..		90—4—110—3—140.	
8 Typists and Steno typists ..	443	45—3—60—2—90..		90—4—110—3—140.	
9 Upper Division Clerks ..	1,486	80—110		125—5—175.	
		80—125			
10 Junior Superintendents ..	30	140—5—190	..	180—5—200—10—300.	
11 Senior Superintendents, Grade II.	30	190—10—240	..	180—5—200—10—300.	
12 Senior Superintendents, Grade I.	9	250—10—300	..	325—15—400.	

LAND REVENUE BRANCH.

13 Gollahs	10	18—1—25	..	50—1—60.	
14 Jamedar	1	25—1—30	..	55—1—70.	
15 Sergeant	1	30—2—50	..	70—2—100.	
16 Villagemen	150	25—1—35	..	50—1—60.	
17 Karnams, Grade II	11	30—1—45	..	65—1—70—2—90.	
18 Karnams, Grade I	10	40—3—55—1—65.		80—3—110.	
19 Village Officers of Kanyakumari district.	76	35—3—80	..	80—3—110.	
20 Village Assistants	98	30—1—60	..	70—2—100.	
21 Shroffs	199	30—1—45	..	70—2—100.	
22 Copyists	9	30—1—60	..	70—2—100.	
23 Treasurers	4	40—120	..	70—2—100.	
24 Treasurers	6	110 (fixed)	..	150—5—200.	
25 Head Clerks	4	110 (fixed)	..	150—5—200.	
26 Second Accountants	40	110 (fixed)	..	150—5—200.	
27 Huzur Second Clerks	94	110 (fixed)	..	150—5—200.	
28 Taluk Head Accountants ..	94	115—5—140	..	150—5—200.	
29 Head Clerks, Revenue Divisional Officers' Office.	24	115—5—140	..	150—5—200.	
30 Magisterial Head Clerks and Superintendents of Fair Copy Sections in Collectors' Offices.	13	115—5—140	..	150—5—200.	
31 Huzur Head Accountant ..	1	150—5—175	..	200—5—240—10—270.	

BOARD OF REVENUE (REVENUE DEPARTMENT)—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
LAND REVENUE BRANCH— <i>cont.</i>					
32 Deputy Tahsildars and Huzur Head Clerks.	297	150—5—200	..	200—5—240—10—270.	
33 Tahsildars and Huzur Sarishtadars.	134	200—10—300	..	250—15—400.	
34 Deputy Collectors and Treasury Deputy Collectors.	134	300—50/2—700	..	375—25—800.	
35 Sub-Collectors		I.A.S. cadre	..	No change.	
36 District Collectors		I.A.S. cadre	..	No change.	
37 Assistant Secretaries (Land Revenue and Irrigation).	2	300—50/2—700 plus Rs. 50 special pay.		375—25—800.	
38 First Assistant	1	400 (fixed)	..	500.	
39 Secretary and Additional Secretary, Board of Revenue.	2	I.A.S. cadre	..	No change.	
40 Third Member	1	3,000 (fixed)	..	No change.	
41 Second Member	1	3,500 (fixed)	..	No change.	
42 First Member	1	3,750 (fixed)	..	No change.	

CIVIL SUPPLIES BRANCH.

43 Upper Division Clerks ..	3	100 (fixed) ..	..	125—5—175.	
44 Upper Division Clerks ..	2	105 (fixed) ..	..	125—5—175.	
45 Marketing Assistants ..	13	100—200 ..	..	200—10—250—15—400.	
46 Assistant Entomologists ..	2	230—700 ..	..	375—25—800.	
47 Grain Purchase Officers ..	3	300—50/2—700 ..	..	375—25—800.	
48 Assistant Secretary and Additional Assistant Secretary.	2	300—50/2—700 ..	..	375—25—800.	
49 Accounts Officer	1	300—50/2—700 ..	..	375—25—800.	

SETTLEMENT OF ESTATES BRANCH.

50 Superintendents in Settlement Parties.	21	150—5—175	..	200—5—240—10—270.	
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COMMERCIAL TAXES BRANCH.

51 Laboratory Assistants, Grade III.	4	80—4—140	..	125—5—175.	
52 Laboratory Assistant, Grade II.	1	140—10—200	..	180—5—200—10—250.	
53 Laboratory Assistant, Grade I.	1	200—10—300	..	250—15—400.	
54 Excise Guards	93	30— $\frac{1}{2}$ —40 ..	..	65—1—70—2—90.	

FOOD PRODUCTION BRANCH.

55 Cleaner	1	15—1—25 ..	..	50—1—60.	
56 Tracers	30	35—1—55 ..	..	70—2—100.	
57 Draughtsmen, Grade III ..	44	70—2—90—3—120.		120—3—150—5—175.	
58 Draughtsmen, Grade II ..	20	120—5—150	..	175—10—225.	
59 Draughtsman, Grade I ..	1	150—5—180	..	225—15—300.	
60 Divisional Accountants ..	5	130—10—250—15—355.		A.G.'s Office scale.	
61 Upper Division Clerks, Grade IV.	3	90 (fixed) ..	..	125—5—175.	
62 Upper Division Clerks, Grade III.	3	95 (fixed) ..	..	125—5—175.	
63 Upper Division Clerks, Grade II.	4	100 (fixed) ..	..	125—5—175.	

COMMUNITY DEVELOPMENT DEPARTMENT.

(Chapter XVI.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons including Chowkidars.	772	18—1—25	50—1—60.
2 Attender	1	24—1—35	55—1—70.
3 Jeep Drivers	183	35—1—45	70—1—80.
4 Typists and Steno-typists ..	211	45—3—60—2—90.	90—4—110—3—140.
5 Lower Division Clerks including Cashiers and Store-keepers.	179	45—3—60—2—90.	90—4—110—3—140.
6 Upper Division Clerks ..	187	80—5—110	125—5—175.
7 Accountant-cum-Store-keepers.	171	80—5—110 plus Rs. 10 special pay.	125—5—175.
8 Junior Superintendent ..	1	140—5—190	180—5—200—10—250.
9 Works Assistants	5	40—2—60	70—2—100.
10 Gramsevaks, Grade II ..	1,356	45—3—60—5—90.	90—4—110—3—140.
11 Gramsevikas	342	45—3—60—5—90.	90—4—110—3—140.
12 Gramasevaks, Grade I ..	513	80—5—110	125—5—175.
13 Blacksmith	1	60—3—90	90—3—105—4—125.
14 Carpenters	2	60—3—90	90—3—105—4—125.
15 Stockmen (Veterinary) ..	204	60—3—105	100—4—120—3—150.
16 Instructors in Public Health..	7	60—3—90—4—130.	100—5—200.
17 Potter	1	70—2—90	90—3—105—4—125.
18 Workshop Mechanics	5	75 (fixed)	90—3—105—4—125.
19 Cinema Operators	44	80—2—100	125—3—140—5—150.
20 Film Operators	2	80—2—100	125—3—140—5—150.
21 Yoga Instructor	1	90—3—120	125—3—140—5—150.
22 Extension Officers for Statistics.	171	80—3—95—5—125.	125—5—175.
23 Extension Officers for Animal Husbandry.	171	90—3—120—4—160.	140—5—220.
24 Instructors in Animal Husbandry.	7	150—5—200—10—300.	225—10—275—15—425.
25 Assistant to Superintendent (Model Centre for Village Industries).	1	90—5—180	125—5—175—10—225.
26 Superintendent, Model Centre for Village Industries, Kallupatti.	1	180—5—200—10—250.	180—5—200—10—300.
27 Social Education Organizers.	343	90—3—120—5—200.	125—5—200—10—250.
28 Instructors in Social Education.	7	90—3—120—5—200.	125—5—200—10—250.
29 Extension Officers for Panchayats.	154	100—5—150	140—5—220.
30 Extension Officers for Industries.	171	100—5—150—10—250.	150—5—175—10—225—15—375.
31 Instructors in Khadi and Village Industries.	13	120—5—175	140—5—220.
32 Training Officers	4	120—5—180 (150—5—180 for degree holders).	175—10—225—15—375.
33 Extension Officers for Agriculture.	194	135—5—170—10—270.	200—10—250—15—400.
34 Instructors in Agriculture ..	20	135—5—170—10—270.	200—10—250—15—400.
35 Farm Supervisors	7	135—5—170—10—270.	200—10—250—15—400.
36 Extension Officers for Co-operation.	171	150—5—200	200—5—240—10—270.

COMMUNITY DEVELOPMENT DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
37 Instructors in Co-operation ..	7	150—5—200 ..	200—5—240—10—270.
38 Extension Supervisors	171	150—10—250 ..	150—5—175—10—225—15—375.
39 Assistant Instructors	9	150—5—200—10—250.	180—5—200—10—300.
40 Organiser Instructors ..	2	150—10—250 ..	180—5—200—10—300.
41 Block Development Officers (Non-gazetted).	194	200—10—300 ..	250—15—400.
42 Block Development Officers (Gazetted).	30	230—20/2—310—30/2—400.	300—15—450—25—500.
43 Chief Organiser (Village Youth Leadership).	1	230—20/2—310—30/2—400.	300—15—450—25—500.
44 Chief Instructors (Home Economics Wing).	3	230—30/2—260—40/2—340 plus Rs. 25 special pay.	300—15—450.
45 Chief Instructors (Workshop Wing).	2	230—30/2—410 ..	350—25—650.
46 District Social Education Organisers.	3	230—30/2—260—40/2—500.	300—15—450—25—575.
47 Principals, R.E.T.C.	7	230—30/2—260—40/2—500—50/2—700 plus Rs. 50 special pay.	375—25—800 plus special pay as at present.
48 Junior Accounts Officer ..	1	300—50/2—500 ..	300—25—600.
49 Senior Accounts Officer ..	1	475—75/2—700 ..	375—25—800.
50 Assistant Development Commissioner (Training).	1	300—50/2—700 plus Rs. 50 special pay.	375—25—800.
51 Deputy Development Commissioners.	4	I.A.S. Cadre ..	....
52 Development Commissioner ..	1	Board Member ..	....
53 Additional Development Commissioner.	1	800—1,300 ..	900—50—1,000—60—1,300.

COMMERCIAL TAXES DEPARTMENT.

(Chapter XVII.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	732	18—1—25	50—1—60.
2 Attenders	185	24—1—35	55—1—70.
3 Lower Division Clerks ..	756	45—3—60—2—90.	90—4—110—3—140.
4 Typists and Steno-typists ..	53	45—3—60—2—90.	90—4—110—3—140.
5 Upper Division Clerks including Gujarathi Clerks.	234	80—5—110.. ..	125—5—175.
6 Junior Superintendents ..	2	140—5—190 ..	180—5—200—10—300.
7 Senior Superintendent ..	1	190—10—240 ..	180—5—200—10—300.
8 Bill Collectors	78	30—2—50—1—55.	70—2—100.
9 Assistant Commercial Tax Officers.	187	150—5—200 ..	200—5—240—10—270.
10 Deputy Commercial Tax Officers.	131	200—10—300 ..	250—15—400.

COMMERCIAL TAXES DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
<i>State Services.</i>			
11 Joint Commercial Tax Officers.	46	300—30/2—450 ..	375—25—525.
12 Commercial Tax Officers ..	20	300—50/2—700 ..	375—25—800.
13 Assistant Appellate Commissioners.	6	500—75/2—800 ..	600—40—800—50—900.
14 Deputy Commissioners of Commercial Taxes (non-I.A.S.).	4	800—100/2—1,000..	900—50—1,100.

SALES TAX APPELLATE TRIBUNAL.

(Chapter XVII—*cont.*)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	12	18—1—25	..	50—1—60.	
2 Duffadar	1	22—1—30	..	50—1—60 <i>plus</i> special pay Rs. 5.	
3 Attender	1	24—1—35	..	55—1—70.	
4 Lower Division Clerks ..	6	45—3—60—2—90.		90—4—110—3—140.	
5 Typists and Steno-typists ..	5	45—3—60—2—90.		90—4—110—3—140.	
6 Upper Division Clerks ..	4	80—5—110—3—125.		125—5—175.	
7 Manager	1	200—10—300	..	250—15—400.	
8 Secretary	1	300—50/2—700	..	375—25—800 <i>plus</i> Rs. 50 special pay.	
9 Members	2	1,000—100/2—1,400.		1,100—50—1,400.	
10 Chairman	1	1,000—2,250 <i>plus</i> special pay Rs. 250 (I.C.S. cadre).		For others, same as for District Judges.	

CO-OPERATIVE DEPARTMENT.

(Chapter XVIII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	422	18—1—25	..	50—1—60.	
2 Attenders	11	24—1—35	..	55—1—70.	
3 Lower Division Clerks ..	74	45—3—60—2—90.		90—4—110—3—140.	
4 Typists and Steno-typists ..	77	45—3—60—2—90.		90—4—110—3—140.	
5 Upper Division Clerks ..	3	80—125	..	125—5—175.	
6 Junior Superintendents ..	3	140—5—190	..	180—5—200—10—300.	
7 Senior Superintendent ..	1	200—20—400	..	180—5—200—10—300.	
8 Junior Inspectors	600	65—2—85—1—90.		110—3—140.	
9 Senior Inspectors	1,517	90—4—110—5—120.		125—5—175.	
10 Co-operative Sub-Registrars	554	150—5—200	..	200—5—240—10—270.	
11 Dairy Assistants	18	175—5—225	..	150—5—175—10—225—15—300.	
12 Dairy Chemist	1	175—5—225	..	150—5—175—10—225—15—300.	
13 Van Cleaner	1	15—1—20	..	50—1—60.	
14 Van Driver	1	40—1—60	..	75—1—85.	
15 Van Operator	1	80—2—100	..	125—3—140—5—150.	

CO-OPERATIVE DEPARTMENT—*cont.*

Serial number and designation.	Number of post-.	Existing scale.	New scale.
		RS.	RS.
16 Jeep Drivers	3	30—1—45	70—1—80.
17 Laboratory Attenders	2	24—1—30	55—1—70.
18 Milk Tester	1	24—1—32— $\frac{1}{2}$ —35.	55—1—70.
19 Dairy Mechanic	1	55—2—85	90—3—105—4—125.
20 P.W.D. Supervisors	9	100—5—150—10—250.	150—5—175—10—225—15—375.
21 Technical Assistant	1	180—5—200—10—240.	250—10—300.
22 Assistant Dairy Officer	1	230—20/2—350	300—15—450.
23 Dairy Officers	2	260—40/2—700	375—25—800.
24 Deputy Registrars	110	230—30/2—260—40/2—500—50/2—700.	300—25—800.
25 Assistant Engineers	2	260—30/2—380—40/2—500.	350—25—650.
26 Joint Registrars	3	700—100/2—1,000.	800—50—1,100.
27 Registrar	1	(I.A.S. scale.)	....

CINCHONA DEPARTMENT.

(Chapter XIX.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	16	18—1—25	50—1—60.
2 Attenders	2	24—1—35	55—1—70.
3 Steno-typists	2	45—3—60—2—90.	90—4—110—3—140.
4 Typists	10	45—3—60—2—90.	90—4—110—3—140.
5 Lower Division Clerks	35	45—3—60—2—90.	90—4—110—3—140.
6 Upper Division Clerks	21	80—5—110	125—5—175.
7 Accountants	2	80—3—95—5—125	125—5—175.
8 Office Superintendents	7	140—5—190	180—5—200—10—300.
9 Senior Superintendent	1	190—10—240	180—5—200—10—300.
10 Packer, Grade III	1	15—2/2—19	50—1—60.
Packer, Grade II	1	25 (fixed)	50—1—60.
Packers, Grade I	5	30—1—40	55—1—70.
11 Creche Attendants	12	18—1—25	50—1—60.
12 Lorry Cleaners	5	23 (fixed)	50—1—60.
13 Van Driver	1	35—1—45	70—1—80.
14 Van Driver	1	40—1—50	75—1—85.
15 Lorry Drivers	5	50—1—60	75—1—85.
16 Foreman	1	35—3—50	75—1—85.
17 Building Maistries	6	40—1—60	70—2—100.
18 Transport Supervisor	1	40—2—60—1—70	90—3—105—4—125.
19 Fieldmen	2	40—2—60—5/2—75.	90—3—105—4—125.
20 Fieldmen	25	45—2—85	90—3—105—4—125.
21 Packing Supervisor	1	45—3—60—2—90.	90—4—110—3—140.
22 Electrician	1	50—2—70	80—3—110.
23 Fitters	3	55—1—65	80—3—110.
24 Laboratory Assistants	2	100—5—150—10—200.	150—5—175—10—225—15—300.
25 Laboratory Assistant	1	60—4—100	100—5—150.
26 Overseers	18	65—4—85	90—4—110—3—140.
27 Grafting Overseers	2	65—5—85	90—3—105—4—125.
28 Check Measuring Overseer	1	80—3—95—5—125.	120—3—150—5—175.
29 Head Overseers, Grade II	4	80—3—95—5—125.	120—3—150—5—175.

CINCHONA DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
30 Head Overseers, Grade I ..	2	120—5—150—10— 180.	175—10—225.
31 Factory Overseers	2	150—5—200—10— 250.	180—5—200—10— 300.
32 Engine Drivers	3	70—3—100 ..	110—3—140.
33 Process Assistant	1	70—3—100 ..	110—3—140.
34 Technical Assistant	1	80—5—130—10— 160.	200—10—250—15— 400 for B.Sc. (Agri.) 150—5— 175—10—225—15— —300 for others.
35 Technical Assistant (Manu- rial Scheme).	1	135—5—170—10— 270.	200—10—250—15— 400.
36 Artist	1	90—3—120 ..	125—3—140—5— 150.
37 Electrical Supervisor ..	1	100—5—150 ..	150—5—175—10— 225.
38 Engineering Supervisors ..	3	100—5—150—10— 250.	150—5—175—10— 225—15—375.
39 Agricultural Assistant ..	1	100—10—200—10— 300.	200—10—250—15— 400 for B.Sc. (Agri.) 150—5— —175—10—225— 15—300 for others.
40 Foreman (Mechanical) ..	1	140—10—240 ..	150—5—175—10— 225—15—375.
41 Assistant Chemists	5	150—5—200—10— 250.	175—10—225—15— 375.
42 Process Chemist	1	150—5—200—10— 250.	175—10—225—15— 375.
43 Assistant Superintendents (non-Ministerial).	6	150—5—200—10— 250.	175—10—225—15— 375.
44 Junior Scientific Assistants ..	4	160—10—330 ..	200—10—250—15— 400.
45 Cinchona Propagation Assis- tant.	1	190—10—250 ..	200—10—250—15— 400 (with one advance incre- ment).
46 Personal Assistant to the Director of Cinchona.	1	200—30/2—320— 40/2—400—50/2 500.	300—15—450—25— 575.
47 Chief Accountant	1	200—30/2—320— 40/2—400—50/2— 500.	300—25—600.
48 Sales Manager	1	250—25/2—400 ..	300—15—450—25— 500.
49 Propagation Superintendent (Anamallais).	1	230—30/2—260— 40/2—500—50/2— 700.	300—25—800.
50 Superintendents, Cinchona Plantation.	2	250—30/2—520— 40/2—600.	300—25—700.
51 Botanist	1	250—25—550—EB —25—750.	300—25—800.
52 Agricultural Botanist ..	1	275—25—500—EB —30—590.	375—25—700.
53 Chemist	1	250—25—550—EB —25—750.	300—25—800.
54 Research Chemist	1	275—25—500—EB —30—590.	375—25—700.
55 Manufacturing Chemists ..	2	400—50/2—650 ..	375—25—800.
56 Assistant Essential Oil Devel- opment Officer.	1	275—25—500—EB —30—590.	375—25—700.
57 Director, Cinchona Depart- ment.	1	600—50/2—700— 75/2—1,000.	900—50—1,100.

EDUCATION DEPARTMENT.

(Chapter XX.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons including Lascars, Male Nursing Orderlies, Labourers and Helpers.	768	18—1—25	.. ..	50—1—60.	
2 Attenders (including Waitress).	424	{ 22—1—30 24—1—35 }		..	55—1—70.
3 Typists and Steno-typists ..	107	45—3—60—2—90.		90—4—110—3—140.	
4 Lower Division Clerks ..	718	45—3—60—2—90.		90—4—110—3—140.	
5 Upper Division Clerks, Grade I.	67	80—5—110—3—125.		125—5—175.	
6 Upper Division Clerks, Grade II.	79	80—5—110	..	125—5—175.	
6A Head Clerks	31	{ 80—125 .. 80—110 .. }		..	125—5—175.
7 Managers	6	140—5—190	..	180—5—200—10—300.	
8 Junior Superintendents, Grade II.	18	140—5—190	..	180—5—200—10—300.	
9 Junior Superintendents, Grade I.	6	190—10—240	..	180—5—200—10—300.	
10 Senior Superintendent ..	1	250—10—300	..	325—15—400.	
11 Headmasters, Grade II ..	..	85—5—125—10—175.		140—5—180—10—250 plus special pay of Rs. 20 or Rs. 30 according to strength.	
12 Headmistresses, Grade II ..					
13 School Assistants, Grade I ..	..	165—5—205—10—245.		225—10—275—15—350.	
14 Headmasters, Grade I ..	66	165—5—205—10—245.		225—10—275—15—350 plus special pay Rs. 20 or Rs. 30 according to strength.	
15 Headmistresses, Grade I ..					
16 Pandits and Munshis, Grade II.	72	45—3—60—2—90.		90—4—110—3—140.	
17 Pandits and Munshis, Grade I.	108	85—5—125—10—175.		140—5—180—10—250.	
18 Physical Training Instructors and Instructresses, Grade II.	25	45—2—75 .. ..	..	90—4—110—3—140.	
19 Physical Training Instructors and Instructresses, Grade I.	99	50—2—70—2½—95.		90—4—110—3—140 plus special pay Rs. 5.	
20 Regional Inspectors of Physical Education.	20	100—5—140—10—190.		140—5—180—10—250.	
21 Physical Directors and Directresses, Grade II.					
22 Physical Directors and Directresses, Grade I.	5	200—10—250	..	250—10—300.	
23 Junior Deputy Inspectors of Schools.	126	65—4—105—5—125.		125—5—175.	
24 Deputy Inspectors of Schools, Grade II.	216	85—5—125—10—175.		140—5—180—10—250.	
25 Deputy Inspectors of Schools, Grade I.	..	165—5—205—10—245.		225—10—275—15—350.	
26 Personal Assistants to the District Educational Officer.	12	165—5—205—10—245.		225—10—275—15—350.	
27 Auditors	20	85—5—120—10—250.		140—5—180—10—250 or 225—10—275—15—350.	
28 Weaving Instructors ..	71	45—3—60—2—90.		90—4—110—3—140.	
29 Sewing Mistresses	22	45—3—60—2—90.		90—4—110—3—140.	
30 Teachers of Arts (Secondary and Training Schools).	65	45—3—60—2—90.		90—4—110—3—140.	

EDUCATION DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
31 Music Teachers	74	45—3—60—2—90.	90—4—110—3—140.
32 Craft Instructor, Grade I ..	1	45—3—60—2—90.	90—4—110—3—140.
33 Craft Instructors, Grade II..	13	35—2—55	70—2—100.
34 Rattan Works Instructor, Grade I.	1	45—3—60—2—90.	90—4—110—3—140.
35 Rattan Works Instructors, Grade II.	2	35—2—55	70—2—100.
36 Manual Training Instructors, Grade I.	3	60—4—100 ..	100—5—150.
37 Manual Training Instructors, Grade II.	13	45—3—60—2—90.	90—4—110—3—140.
38 Junior Instructors in Textile Technology.	4	50—3—80	90—4—110—3—140.
39 Senior Instructors in Textile Technology.	2	85—5—125—10—175.	140—5—180—10—250.
40 Secretarial Assistants ..	11	85—5—125—10—175.	140—5—180—10—250.
41 Instructors for Drawing and Painting.	4	85—5—125—10—175.	140—5—180—10—250.
42 School Assistants for Home Science.	7	85—5—125—10—175.	140—5—180—10—250.
43 Music Teacher	1	85—5—125—10—175.	140—5—180—10—250.
44 Assistant Engineering Instructors.	3	85—5—125—10—175.	140—5—180—10—250 plus special pay Rs. 25.
45 Manual Training Expert ..	1	85—5—125—10—175.	140—5—180—10—250.
46 Commercial Instructors ..	11	60—4—100 ..	100—5—150.
47 Engineering Instructors ..	7	100—5—120—10—200.	140—5—180—10—250 plus special pay Rs. 35.
48 Agricultural Instructors ..	3	100—5—150—EB—10—220.	200—10—250—15—400.
49 Librarians in Colleges ..	5	80—3—95—5—110.	125—5—175.
50 Assistant Librarians ..	12	45—3—60—2—90.	90—4—110—3—140.
51 Librarians in Training Colleges, Librarians in the Office of the Director of Public Instruction.	3	85—5—125—10—175.	140—5—180—10—250.
52 Assistant Librarians, Government Oriental Manuscripts Library.	2	85—5—125—10—175.	140—5—180—10—250.
53 Film Librarian	1	140—5—190 ..	180—5—200—10—250.
54 Librarian, Government Oriental Manuscripts Library.	1	150—5—200—10—250.	225—10—275—15—425.
<i>Miscellaneous posts. .</i>			
55 Gasmen and Gas Assistants ..	13	25—1—40	60—1—75.
56 Menders (Government Oriental Manuscripts Library).	4	30—1—50	70—2—100.
57 Attenders for Engineering Course.	10	30—1—40	60—1—75.
58 Battery-room Attendant ..	1	35—2—55	70—2—100.
59 Deputy Wardens	6	35—1—60	70—2—100.
60 Sergeants	7	35—3—50—EB—3—80.	70—2—100.
61 Gas Superintendent (Government Colleges).	1	40—2—60—1—65.	70—2—100.
62 Herbarium Keepers, Museum Keepers.	8	40—2—60—1—70.	70—2—100.
63 Museum Assistant	1	70—2—90—3—120.	125—5—175.
64 Store-keepers	7	45—3—60—2—90.	90—4—110—3—140.

EDUCATION DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
<i>Miscellaneous posts—cont.</i>			
65 Film Examiners	2	45—3—60—2—90.	90—4—110—3—140.
66 Film Operators	7	80—2—100 ..	125—3—140—5—150.
67 Pharmacists	3	45—2—85 ..	90—4—110—3—140.
68 Lorry Drivers	2	40—1—50 ..	75—1—85.
69 Maistris for Agricultural Course.	3	25—1—35 ..	55—1—70.
70 Glass Blower	1	40—2—50—1—65.	70—2—100.
71 Carpenters	2	40—2—60 ..	70—2—100.
72 Blacksmith	1	40—2—60—1—70.	70—2—90—3—105.
73 Driver-Mechanic	1	60—2—80 ..	90—3—105—4—125.
74 Binders in Government Oriental Library.	2	35—3—50 ..	65—1—70—2—90.
75 Artist (Photograph)	1	60—4—100 ..	125—5—175.
76 Music Teachers (Part-time)..	11	30 ..	No change.
77 Medical Officers (Part-time)..	6	150 ..	No change.
78 Lecturers in Music (Part-time).	5	75 and 100 ..	No change.
79 Cleaners	3	15 ..	50—1—60.
80 Workshop Assistant (Senior).	1	45—2—65—1—70.	80—3—110.
81 Workshop Assistant (Junior).	1	35—2—55 ..	70—2—100.
82 Technician	1	75—5—125 ..	110—3—140.
83 Mechanics in Government Colleges, Grade I.	2	40—2—50—1—65.	80—3—110.
84 Mechanics in Government Colleges, Grade II.	6	40—1—65 ..	80—3—110.
85 Mechanics (Junior)	6	40—2—50—1—65.	80—3—110.
86 Mechanics (Senior)	3	45—3—60—2—90.	90—3—105—4—125.

COLLEGIATE SECTION.

87 Tutors and Demonstrators (Arts Colleges).	143	80—5—120—10—140.	140—5—180—10—250.
88 Assistant Professors (Arts Colleges).	233	150—5—200—10—250 plus special pay of Rs. 5 for B.Ts.	225—10—275—15—425.
89 Assistant Lecturers (Arts Colleges.)			
90 Lecturers (Arts Colleges) ..	45	230—30/2—260—40/2—500.	350—25—650.
91 Professors (Arts Colleges).	25	300—40/2—500—50/2—800.	450—25—800.
92 Chief Professors (Presidency College).	7	500—50/2—700—75/2—1,000.	600—40—1,000—50—1,100.
93 Principals and Senior Lecturers (Arts Colleges).	6	500—50/2—800	600—30—900.
94 Principal and Senior Professor (Presidency College).	1	800—100/2—1,000 plus special pay Rs. 200.	900—50—1,100 plus special pay Rs. 200.

TRAINING COLLEGES.

95 Headmasters and Headmistresses (Training Schools), Grade II.	26	230—30/2—260—40/2—340.	300—25—800.
96 Headmasters and Headmistresses (Training Schools), Grade I.		230—30/2—260—40/2—500.	
97 Tutors (Training Colleges) ..	8	85—5—125—10—175.	140—5—180—10—250.

EDUCATION DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
TRAINING COLLEGES—cont.			
98 Assistant Lecturers (Training Colleges).	40	165—5—205—10—245.	225—10—275—15—350 plus Rs. 30 for those with M.A. or equivalent qualification.
99 Lecturers (Training Colleges).	21	230—30/2—260—40/2—500.	300—25—800.
100 Principals and Senior Lecturers (Training Colleges).	5	500—50/2—800 ..	600—30—900.
101 Principal (Training College, Saidapet).	2	600—100/2—1,000.	700—50—1,100.
102 Principal (Basic Training College, Orthanad).			
103 Junior Assistant Professors and Assistant Lecturers.	32	85—5—125—10—175.	140—5—180—10—250.
104 Physical Directors (Colleges).	2	230—30/2—260—40/2—340.	300—15—450—25—500.
105 Lecturers, Central College of Karnataka Music.	5	175—5—200—10—250.	200—10—300.
106 Professors of Vocal Music ..	2	250—50/2—500 ..	300—25—600.
107 Principal, Central College of Karnataka Music.	1	500—50/2—750 ..	600—30—900.
108 Principal, Government School for Blind.	1	300—30/2—420—40/2—500—50/2—650.	375—25—800.
109 Micro Analyst	1	230—500	350—25—650.
110 Research Assistants	2	150—5—200—10—250.	225—10—275—15—425.
111 Curator, Oriental Manuscript Library.	1	230—30/2—260—40/2—500.	350—25—650.
112 District Educational Officers, Grade I.	3	300—40/2—500—50/2—800.	300—25—800.
113 District Educational Officer, Grade II.			
114 Inspectress of Girls Schools.			
115 Inspector of Anglo-Indian Schools.			
116 Personal Assistant to the Director of Public Instruction.			
117 Chief Inspector of Physical Education.	33	230—30/2—260—40/2—500.	300—25—800.
118 Women Specialist in Physical Education.			
119 Special Officer for Libraries.			
120 Special Officer for Text Books, Technical Education Officer and Audio-Visual Education Officer.			
121 Divisional Inspectors of Schools.	2	600—100/2—1,000.	700—50—1,100.
122 Deputy Directors of Public Instruction.	3	600—100/2—1,000 plus special pay Rs. 50.	700—50—1,100 plus special pay of Rs. 50.
123 Director of Public Instruction.	1	1,500—150/2—1,800.	1,500—50—1,800.

TEACHERS.

Government Schools.

124 Lower Elementary Grade Teachers.	238	23—1—35	55—1—70.
125 Higher Elementary Grade Teachers.	3,867	30—1—50	65—1—70—2—90.

EDUCATION DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
TEACHERS—cont.			
Government Schools—cont.			
126 Secondary Grade Teachers ..	2,815	45—3—60—2—90.	90—4—110—3—140.
127 School Assistants, Grade II.	498	85—5—125—10— 175.	140—5—180—10— 250.

Local Bodies.

128 Lower Elementary Grade Teachers.	1,079	....	55—1—70.
129 Higher Elementary Grade Teachers.	34,175	....	65—1—70—2—90.
130 Secondary Grade Teachers ..	16,823	....	90—4—110—3—140.
131 School Assistants	2,502	....	140—5—180—10— 250.

Aided Schools.

132 Lower Elementary Grade Teachers.	1,071	....	55—1—70.
133 Higher Elementary Grade Teachers.	26,966	....	65—1—70—2—90.
134 Secondary Grade Teachers ..	19,682	....	90—4—110—3—140.
135 School Assistants	3,765	....	140—5—180—10— 250.

CONNEMARA PUBLIC LIBRARY.

(Chapter XX—cont.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	15	18—1—25	50—1—60.
2 Attenders	6	24—1—35	55—1—70.
3 Typists	2	45—3—60—2—90.	90—4—110—3—140.
4 Lower Division Clerks ..	4	45—3—60—2—90.	90—4—110—3—140.
5 Lower Division Assistants ..	8	45—3—60—2—90.	90—4—110—3—140.
6 Upper Division Assistant ..	1	80—3—95—5—110.	125—5—175.
7 Reference Assistants	2	80—3—95—5—110.	125—5—175.
8 Assistant Classifiers	4	80—3—95—5—110.	125—5—175.
9 Classification Assistant ..	1	100—5—150	150—5—200.
10 Manager	1	120—5—170	175—5—225.
11 Assistant Librarian	1	150—5—250	225—10—275—15— 350.
12 Deputy Librarian	1	165—5—205—10— 245.	225—10—275—15— 350.
13 Librarian	1	230—30/2—260— 40/2—500.	300—25—800.

COMMISSIONER FOR GOVERNMENT EXAMINATIONS.

(Chapter XX—cont.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Attenders	5	24—1—35	55—1—70.
2 Typists and Steno-typists ..	5	45—3—60—2—90.	90—4—110—3—140.
3 Lower Division Clerks ..	31	45—3—60—2—90.	90—4—110—3—140.
4 Upper Division Clerks, Grade I.	6	80—5—110—3— 125.	125—5—175.
Upper Division Clerks, Grade II.	13	80—5—110	125—5—175.

COMMISSIONER FOR GOVERNMENT EXAMINATIONS—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
5 Accountant	1	140—5—190	..	180—5—200—10—250.	
6 Junior Superintendents ..	7	140—5—190	..	180—5—200—10—300.	
7 Senior Superintendent ..	1	190—10—240	..	180—5—200—10—300.	
8 Sergeant, Grade I	1	50—3—80 ..	..	70—2—100.	
<i>Gazetted.</i>					
9 Secretary to the Commissioner.	1	230—30/2—260—40/2—500—50/2—700.		300—25—800.	
10 Deputy Commissioner for Government Examinations.	1	600—100/2—1,000 plus special pay Rs. 50.		700—50—1,100 plus special pay Rs. 50.	

FOREST DEPARTMENT.

(Chapter XXI.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	268	18—1—25 ..	..	50—1—60.	
2 Attenders	6	24—1—35 ..	..	55—1—70.	
3 Lower Division Clerks ..	283	45—3—60—2—90.		90—4—110—3—140.	
4 Typists and Steno-typists ..	49	45—3—60—2—90.		90—4—110—3—140.	
5 Upper Division Clerks ..	22	80—5—110	..	125—5—175.	
6 Head Clerks (District Forest Office).	24	80—5—110	..	125—5—175.	
7 Accountants	21	80—5—110	..	125—5—175.	
8 Upper Division Clerks (Chief Conservator of Forest's Office).	24	80—5—110—3—125.		125—5—175.	
9 Managers, Conservator's Office.	3	140—5—190	..	180—5—200—10—250 or 180—5—200—10—300 to be fixed according to criteria laid down by Commission.	
10 Accountants, Conservator's Office.	3	140—5—190	..		
11 Junior Superintendents, Chief Conservator of Forest's Office.	5	140—5—190	..		
12 Senior Superintendent ..	1	190—10—240	..		
13 Draughtsman, Grade I ..	1	150—5—180	..	225—15—300.	
14 Draughtsmen, Grade II ..	7	120—5—150	..	175—10—225.	
15 Draughtsmen, Grade III ..	22	70—2—90—3—120.		120—3—150—5—175.	
16 Jeep Drivers	20	35—1—45 ..	..	70—1—80.	
17 Lorry Drivers	2	40—1—50 ..	..	75—1—85.	
18 Road Roller Driver	1	60—2—70 ..	..	80—3—110.	
19 Telephone Linesman	1	25—2—55—1—60.		65—1—70—2—90.	
20 Pharmacist	1	45—3—60—2—70.		90—4—110—3—140.	
21 Male Nursing Orderly ..	1	19— $\frac{1}{2}$ —25 ..	..	50—1—60.	
22 Maternity Assistant	1	40—3—55—1—70.		80—3—110—2—120.	
23 Teachers, Tribal School ..	11	30—1—50 ..	..	65—1—70—2—90.	
24 Lorry Cleaner	1	15 ..	..	50—1—60.	
25 Chainman	1	15 ..	..	50—1—60.	
26 Forest Guards	1,298	20—1—30 ..	..	55—1—70.	
27 Foresters	479	50—3—65—2—85.		90—4—110—3—140.	
28 Rangers	141	125—5—175—7 $\frac{1}{2}$ —205—10—225.		175—10—225—15—375.	

FOREST DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
29 Assistant Conservators ..	39	300—40/2—500— 50/2—700.	375—25—800.
30 Deputy Conservators ..	..	....	700—40—900—50— 1,100.
31 Conservators	3	1,000—100/2—1,200.	1,100—50—1,300.
32 Chief Conservator of Forests.	1	1,400—100/2—1,600.	1,400—50—1,600.

FISHERIES DEPARTMENT.

(Chapter XXII.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	154	18—1—25	50—1—60.
2 Duffadar	1	22—1—30	50—1—60 plus Rs. 5 special pay.
3 Attenders	3	24—1—35	55—1—70.
4 Typists and Steno-typists ..	20	45—3—60—2—90.	90—4—110—3—140.
5 Lower Division Clerks ..	48	45—3—60—2—90.	90—4—110—3—140.
6 Upper Division Clerks ..	12	80—5—110	125—5—175.
Upper Division Clerks ..	24	80—5—110—3—125.	125—5—175.
7 Accountants (Commercial) ..	2	140—5—190	180—5—200—10— 250.
8 Junior Superintendents ..	4	140—5—190	180—5—200—10— 300.
9 Senior Superintendents ..	3	190—10—240	180—5—200—10— 300.
10 Accountant	1	190—10—240	180—5—200—10— 300.
11 Accountant (Reconciliation).	1	200—500 (A.G.'s office scale).	..
12 Accounts Officer	1	200—40/2—400	300—25—600.
13 Draughtsman	1	35—1—45	No scale proposed as the post has since been abolished.
14 Draughtsman	1	45—3—60—2—80	90—3—105—4—125.
15 Mechanic	1	60—3—90	90—3—105—4—125.
Mechanic	1	60—2—90	90—3—105—4—125.
16 Fitter for Vans	1	50—2—60	80—3—110.
17 Mechanical Instructors ..	2	70—2—90	90—3—105—4—125.
18 Supervisor	1	100—5—150—10— 250.	150—5—175—10— 225—15—375.
19 Junior Engineer	1	150—10—250	225—15—375.
20 Junior Inspectors of Co-opera- tive Societies.	22	65—2—85—1—90.	110—3—140.
21 Senior Inspectors of Co-opera- tive Societies.	11	90—4—110—5—120.	125—5—175.
22 Co-operative Sub-Registrars.	4	150—5—200	200—5—240—10— 270.
23 Teachers	8	30—1—50	65—1—70—2—90.
24 Lascars, Bhandary and Oilmen.	10	17—1—25	50—1—60.
25 Petty Yard Officers	14	25—1—35	60—1—75.
26 Fieldmen	47	25—1—40	60—1—75.
27 Laboratory Attendants	16	25—1—40	60—1—75.
28 Tindal, Grade I	1	60—4—100	100—5—150.
Tindals, Grade II	2	30—1—40	60—1—75.
Tindal, Grade III	1	25—1—35	60—1—75.
29 Drivers, Grade I	20	40—1—50	75—1—85.
Drivers, Grade II	5	35—1—45	70—1—80.
Drivers, Grade III	4	30—1—45	70—1—80.

FISHERIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
30 Driver, M.F.V. "Gohar Khaleeli".	1	55—1—70	90—3—105—4—125.
31 Seed Collection Assistants ..	7	35—1—45	75—1—85.
32 Manure Operatives	2	35—1—45	75—1—85.
33 Net-Maker, Grade II	1	40—2—80	90—3—105—4—125.
Net-Maker, Grade I	1	50—3—80	90—3—105—4—125.
34 Mechanic, Boat Building Yard and Mechanical Designer.	1	40—2—80	90—3—105—4—125.
35 Boat and Chank Fishery Overseers.	7	45—2—85	90—3—105—4—125.
36 Taxidermist, Grade I ..	1	60—1—70	90—3—105—4—125.
Taxidermist, Grade II ..	1	45—1—55	90—3—105—4—125.
37 Assistant Inspectors	15	60—3—90—5—100.	125—5—175.
38 Sub-Inspectors of Fisheries ..	18	60—3—90—5—100.	125—5—175.
39 Chank Fishery Supervisor ..	1	60—3—90—5—100.	125—5—175.
40 Assistant Fishery Demonstrators.	7	60—3—90—5—100.	125—5—175.
41 Mechanical Designer	1	70—2—90	90—3—105—4—125.
42 Supervisor, Krusadai	1	70—3—100—5—125.	125—5—175.
43 Laboratory Assistants	2	70—3—100—5—125.	125—5—175.
44 Operator, Audio Visual Van ..	1	80—2—100	125—3—140—5—150.
45 Research Assistants	14	120—5—160—10—220.	175—10—225—15—375.
46 Superintendent, Ennore Biological Station.	1	120—5—160—10—220.	175—10—225—15—375.
47 Public Health Fish Officer ..	1	120—5—160—10—220.	175—10—225—15—375.
48 Curator	1	120—5—160—10—220.	175—10—225—15—375.
49 Propaganda Assistant	1	120—5—160—10—220.	175—10—225—15—375.
50 Statistical Assistant	1	120—5—160—10—220.	175—10—225—15—375.
51 Inspectors of Fisheries ..	30	120—5—160—10—220.	175—10—225—15—375.
52 Technologist	1	125—10—225	175—10—225—15—375.
53 Foreman, Boat Building Yard.	1	125—10—275	150—5—175—10—225—15—375.
54 Engineering Supervisor ..	1	125—10—275	150—5—175—10—225—15—375.
55 Mechanics, Marine Engineering Unit.	2	150—10—250	150—5—175—10—225—15—375.

(Graduates in Engineering to start on Rs. 225).

(Graduates in Engineering to start on Rs. 225).

Gazetted posts.

56 Hydrologist, Fisheries ..	1	200—25/2—400 ..	350—25—650.
57 Assistant Engineer, Fisheries.	1	260—30/2—380—40/2—500.	350—25—650.
58 Mechanical Engineer, Marine.	1	260—30/2—380—40/2—500.	350—25—650.
59 Refrigeration Engineer, Fisheries.	1	230—30/2—260—40/2—500.	350—25—650.
60 Assistant Directors of Fisheries.	16	230—30/2—260—40/2—500.	350—25—650.

Superintendent, Inshore Fishing.
Superintendent, Fisheries
Training Centre, Tuticorin.
Superintendent, Fisheries
Technological-cum-Biological
Station, Tuticorin.

FISHERIES DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
61 Personal Assistant to the Director.	1	300—50/2—700 plus special pay Rs. 50 for Deputy Collectors.	375—25—800.
62 Deputy Directors of Fisheries.	2	420—30/2—600—50/2—700.	600—30—900.
63 Director of Fisheries	1	800—100/2—1,000.	900—50—1,100.

HINDU RELIGIOUS AND CHARITABLE ENDOWMENTS (ADMINISTRATION) DEPARTMENT.

(Chapter XXIII.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	106	18—1—25	50—1—60.
2 Attenders	9	24—1—35	55—1—70.
3 Typists and Steno-typists ..	37	45—3—60—2—90.	90—4—110—3—140.
4 Lower Division Clerks and Inspectors.	163	45—3—60—2—90.	90—4—110—3—140.
5 Upper Division Clerks and Inspectors.	72	80—5—110.. ..	125—5—175.
6 Junior Superintendents ..	5	140—5—190	180—5—200—10—300.
7 Senior Superintendents ..	2	190—10—240	180—5—200—10—300.
8 Editor	1	200—10—300	250—15—400.
9 Specialist (Gold-cum-Silver-cum-Gem).	1	200—10—300	250—15—400.

State Service.

10 Assistant Commissioners including Personal Assistant to the Commissioner and Verification Officer.	13	250—50/2—500	300—25—600.
11 Deputy Commissioners	3	550—50/2—750	650—40—850.
12 Commissioner	1	1,000—100/2—1,200.	1,000—50—1,200.

HIGH COURT.

(Chapter XXIV.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons and Chobdars	129	18—1—25	50—1—60.
2 Duffadars	6	22—1—30	50—1—60 plus special pay Rs. 5.
3 Attenders	29	24—1—35	55—1—70.
4 Lower Division Clerks	125	45—3—60—2—90.	90—4—110—3—140.
5 Typists	25	45—3—60—2—90.	90—4—110—3—140.
6 Upper Division Clerks and Accountant in Sheriff's Section.	68	80—5—110—3—125	125—5—175.
7 Lift Operator	1	24—1—35	55—1—70.
8 Jamedar	1	30—1—40	65—1—70—2—90.
9 Gollah	1	30—1—45	65—1—70—2—90.
10 Binders	3	35—2—45—1—55.	70—2—100.
11 Van Driver	1	40—1—50	75—1—85.

HIGH COURT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
12 Bailiffs	2	45—3—60—2—90..	90—4—110—3—140.
13 Head Bailiff	1	110—10/2—140 ..	125—5—175 plus special pay Rs. 10.
14 Copyists	23	Rs. 35 (fixed) (Copyists are also paid the remuneration which they earn).	70—2—100.
15 Assistant Photostat Operator.	1	35—1—50—2—60..	70—2—100.
16 Photostat Operator	1	55—3—115.. ..	100—5—150.
17 Examiners	3	45—1—55	90—3—105—4—125.
18 Readers	3	Rs. 45 (fixed) ..	90—3—105—4—125.
19 Overseer	1	100—5—150 ..	150—5—200.
20 Special Clerks, Translators, Assistant Court-fee Examiners.	35	110—10—170 ..	150—5—175—10—225.
21 Librarian, High Court Library.	1	110—10—170 ..	150—5—175—10—225.
22 Shorthand Writers	12	110—10—250 ..	250—10—300—15—450—25—500.
23 Deputy Sheriff	1	140—10—200 ..	180—5—200—10—250.
24 Court-fee Examiners, Superintendents, Administration Department, Head Accountant, Superintendent of Translators, Bench Clerks, Appeal Examiners, Bench Clerk (R.R. Section), Manager (Superintendent, Insolvency Section), Superintendent (C. S.), Senior Decree Clerk (Original Side).	40	150—10—250 ..	200—15—350.
25 Interpreter (Tamil and Telugu).	1	190—10—260 ..	225—15—375.
26 Hindustani Interpreter	1	190—10—260 ..	225—15—375.
27 Manager, Shorthand Writers' Section.	1	200—10—300 ..	250—10—300—15—450—25—500 plus Rs. 50 special pay.
28 Managers (including one Special Officer, Forms Revision).	4	250—10—300 ..	300—15—450.
29 Gujarati Interpreter	1	250—10—300 ..	225—15—375.
30 Sub-Assistant Registrars (Judicial and A.D.)	2	300—20—400 ..	375—25—525.
31 Second Assistant Registrar (kept vacant) (Original Side).	1	300—50/2—450 ..	375—25—525.
32 Assistant Registrar (Appellate Side).	1	400—50/2—550 ..	500—25—800.
33 First Assistant Registrar (Original Side).	1	500—50/2—650 ..	500—25—800 plus Rs. 50 special pay.
34 Official Referee (kept vacant).	1	600—50/2—750 ..	650—40—850.
35 Deputy Registrar	1	750—50/2—1,000 ..	800—50—1,100.
36 Master	1	1,100—100/2—1,500.	1,100—50—1,400.
37 Registrar	1	1,400—100/2—1,800.	1,400—50—1,800.

OFFICE OF THE OFFICIAL ASSIGNEE.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	*	18—1—25	50—1—60.
2 Attenders	*	24—1—35	55—1—70.
3 Lower Division Clerks	*	45—3—60—2—90.	90—4—110—3—140.
4 Steno-typists	*	45—3—60—2—90.	90—4—110—3—140.
5 Typists	*	45—3—60—2—90.	90—4—110—3—140.

* Posts included under Judicial Department.

HIGH COURT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
OFFICE OF THE OFFICIAL ASSIGNEE—cont.			
6 Upper Division Clerks ..	*	80—5—110—3—125.	125—5—175.
7 Debt Collectors, II Grade } Record Keepers, Assistant } Cash Keeper, Audit Keeper, } Ledger Keeper, Third and } Fourth Accountants. }	*	45—3—60—2—90.	90—4—110—3—140.
8 Debt Collectors, Grade I, Court } Clerk, Rents and Rates Clerk, } Second Clerk of the Divi- } dend Department, Second } Accountant, Cash-Keeper. }	*	80—5—110—3—125.	125—5—175.
9 Chief Accountant	1	80—5—110—3—125 plus special pay of Rs. 10 per mensem.	125—5—175 plus special pay of Rs. 10.
10 Chief Clerk of the Dividend Department.	..	120—5—170	150—5—175—10— 225.
11 Office Superintendent ..	1	120—5—170	150—5—175—10— 225.
12 General Assistant	1	190—10—240	250—10—300.
13 Deputy Official Assignee ..	1	500—50/2—750	650—40—850.
14 Official Assignee	1	1,400—50/2—1,800.	1,400—50—1,800.

JUDICIAL DEPARTMENT.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons including Process Servers.	2,435	18—1—25	50—1—60.
2 Attenders	33	22—1—30	50—1—60 plus Rs. 5 special pay.
3 Record Attenders	223	24—1—35	55—1—70.
4 Lower Division Clerks .. }	1,640	45—3—60—2—90..	90—4—110—3—140.
5 Typists			
6 Steno-typists			
7 Upper Division Clerks } Upper Division Bench Clerks. }	302	80—5—110.. ..	125—5—175.
8 Copyists	466	Rs. 30 (fixed) ..	70—2—100.
9 Readers	33	30—1—35	90—3—105—4—125.
9-A Readers in Court of Small Causes, Madras.	..	35—2—45	90—3—105—4—125.
10 Amins in Civil Court }	510	25—2—35—1—45.	70—2—100.
11 Junior Bailiffs			
12 Process Writers (Small Causes Court, Madras).			
13 Assistant Shroff in Court of Small Causes, Madras.	4	35—2—45	70—2—100.
14 Shroff in the Court of Small Causes, Madras.	1	45—3—60—2—80..	90—3—105—4—125.
15 Examiners in other Civil and Criminal Courts.	85	40—2—50	90—3—105—4—125.
16 Examiners in the Court of Small Causes, Madras.	3	45—1—50	90—3—105—4—125.
17 Senior Bailiffs and Bailiffs, Court of Small Causes, Madras.	†	45—3—60—2—90.	90—4—110—3—140.
18 Head Clerks (District Munsif's Courts, Sub-Courts), Record-keepers.	‡	80—5—110.. ..	125—5—175 plus Rs. 10 special pay.

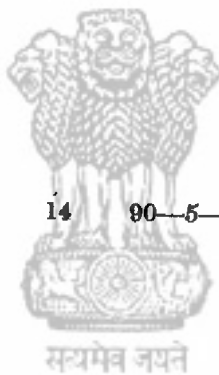
* Posts included under Judicial Department.

† Number of posts included under the category of Lower Division Clerks.

‡ Number of posts included under the category of Upper Division Clerks.

HIGH COURT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
JUDICIAL DEPARTMENT—cont.			
18-A Court Deposit Keeper, Court of Small Causes.	*	80—5—110..	.. 125—5—175 plus Rs. 20 special pay.
19 Interpreter, Grade II, Chief Presidency Magistrate's Office.	*	80—5—110..	.. 125—5—175 plus Rs. 20 special pay.
20 Deputy Nazirs	*	80—5—110..	.. 125—5—175 plus Rs. 20 special pay.
21 Superintendents of Copyists ..	*	80—5—110..	.. 125—5—175 plus Rs. 20 special pay.
22 Translators, District Courts ..	*	80—5—110..	.. 125—5—175 plus Rs. 20 special pay.
23 Central Nazirs	21	90—5—135..	.. 180—5—200—10—250.
24 Translators, City Civil Court, Madras.	14	90—5—135	.. 125—5—175 plus Rs. 20 special pay.
25 Accountants, Presidency Magistrate's Court, Madras.			
26 Accountants, Administrator-General and Official Trustee's Office, Madras.			
27 Interpreter, Grade I, Chief Presidency Magistrate's Office, Madras.			
28 Interpreter, Court of Small Causes.			
29 Treasurer, Court of Small Causes.	1	100—5—150—10—250.	.. 150—5—175—10—225—15—375.
30 Chief Judge's Clerk, Court of Small Causes, Madras.			
31 Manager, Government Pleader's Office, Madras.			
32 Head Accountant, Court of Small Causes, Madras.			
33 Manager, Public Prosecutor's Office.			
34 Cashier, Administrator-General and Official Trustee's Office.	1	110—10—250	.. 250—10—300—15—450—25—500.
35 Supervisor of Trust Properties, Administrator-General and Official Trustee's Office.			
36 Head Ministerial Officer, Industrial Tribunal, Madras.			
37 Sarishtadars, Subordinate Judge's Courts.			
38 Head Clerks (District Courts) ..			
39 Head Clerk (Administrator-General and Official Trustee's Office).	37	120—5—170	.. 180—5—200—10—250.
40 Manager, Advocate-General's Office.			
41 Sarishtadar, Estates Abolition Tribunal (Madurai and Vellore).			
42 Head Clerk (City Civil Court, Madras).			
43 Deputy Registrar (Court of Small Causes).			
44 Superintendent, Administrator-General and Official Trustee's Office.	9	140—5—190	.. 225—10—275—15—425.
45 Official Receiver, Grade II			



* Number of posts included under the category of Upper Division Clerks.

HIGH COURT—cont.

Serial number and designation.	Number of posts.	Existing scale. RS.	New scale. RS.
JUDICIAL DEPARTMENT—cont.			
46 Official Receiver, Grade I ..	1	165—10—325 ..	225—10—275—15—425.
47 Sarishtadars, City Civil Court.	22	190—10—240 ..	250—15—400.
48 Sarishtadars, District Magistrate's Court.			
49 Sarishtadars, District Courts.			
50 Chief Clerk, Presidency Magistrate's Court.	1	140—5—190 ..	250—15—400.
51 Sub-Magistrates	116	200—10—300 ..	250—15—400.
52 Additional First-class Magistrates.	18	300—20—400 ..	375—25—525.
53 Deputy Administrator-General and Official Trustee.	1	300—50/2—500 ..	375—25—700.
54 District Munsifs	97	300—50/2—500— EB—50/2—700.	375—25—700.
55 Subdivisional Magistrates ..			
56 IV to VIII Presidency Magistrates, Madras.			
57 Assistant Judge-cum-Registrar, City Civil Court and Court of Small Causes, Madras.			
58 Assistant Judges, City Civil Court, Madras.			
59 II and III Presidency Magistrates, Madras.	50	550—50/2—700 ..	650—40—850.
60 District Magistrates (J) ..	29	1,000—60—1,300— 50—1,800.	1,100—50—1,300— 1,300—60—1,600— —100/2—1,800.
61 Subordinate Judges			
62 Puisne Judges, Court of Small Causes.			
63 District and Sessions Judges ..			
64 Additional District Judges including Chief Judge, Court of Small Causes.			
65 Principal Judge, City Civil Court.			
66 Chief Presidency Magistrate, Madras.			
67 Administrator-General and Official Trustee, Madras.			
68 Tribunal for Disciplinary Proceedings.			
69 Chairman, State Transport Appellate Tribunal.			
70 Chairman, Estates Abolition Tribunal.	13	250—10—350 ..	300—15—450—25—500.
71 Presiding Officers of Labour Courts.			
72 Assistant Public Prosecutors, Grade I.			
73 Assistant Public Prosecutors, Grade II.			
74 Advocate-General			
75 Public Prosecutor	1	1,500	No change.
76 Government Pleader	1	400	
77 Additional Government Pleader.	1	300	
78 City Public Prosecutor	1	300	
79 Government Pleader, Kanyakumari district.	1	1,000 (inclusive of admitted fee).	
80 Additional Government Pleader.	1	500	
81 Editor, "Indian Law Report," Madras.	1	400	
82 Law Reporters	3	200	
83 Official Receivers	10	100	



Part-time posts on fixed pay.

INDUSTRIES DEPARTMENT.

(Chapter XXV.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	391	18—1—25 ..	..	50—1—60.	
2 Cleaners (Jeeps, Lorries, etc.).	43	15—1—20 ..	..	50—1—60.	
3 Attenders (including attenders, Kalankarai Printing).	28	24—1—35 ..	..	55—1—70.	
4 Typists and Steno-typists ..	120	45—3—60—2—90.		90—4—110—3—140.	
5 Lower Division Clerks ..	245	45—3—60—2—90.		90—4—110—3—140.	
6 Upper Division Clerks ..	271	80—5—110.	..	125—5—175.	
7 Upper Division Clerks ..	3	80—5—110—3—125.		125—5—175.	
8 Accountants	3	80—5—110	..	125—5—175.	
9 Junior Superintendents ..	45	140—5—190	..	180—5—200—10—300.	
10 Commercial Accountants ..	15	140—5—190	..	180—5—200—10—250.	
11 Office Assistant	1	140—5—190	..	180—5—200—10—250.	
12 Senior Superintendents ..	7	190—10—240	..	180—5—200—10—300.	
13 Managers	11	190—10—240	..	180—5—200—10—300.	
14 Accountants	9	190—10—240	..	180—5—200—10—300.	
15 Junior Inspectors of Co-operative Societies.	122	65—2—85—1—90.		110—3—140.	
16 Senior Inspectors of Co-operative Societies.	250	90—4—110—5—120.		125—5—175.	
17 Co-operative Sub-Registrars.	16	150—5—200	..	200—5—240—10—270.	
18 Draughtsmen, Grade III	14	70—2—90—3—120.		120—3—150—5—175.	
19 Draughtsmen Grade II	13	120—5—150	..	175—10—225.	
20 Draughtsman, Grade I ..	1	150—5—180	..	225—15—300.	
21 Supervisors and Junior Engineers.	58	100—5—150—10—250.		150—5—175—10—225—15—375.	
22 Tracers (Handloom Part, Salem and Central Office).	8	35—1—55 ..	..	70—2—100.	
23 Jeep Drivers (Central Office and Mines Branch).	14	35—1—45 ..	..	70—2—100.	
23-A Jeep Drivers (Industrial Estates).	6	35—1—55 ..	..	70—1—80.	
24 Lorry Drivers	5	40—1—50 ..	..	75—1—85.	
25 Station Wagon Driver (Central Office).	1	40—1—50 ..	..	75—1—85.	
26 Compounder (Administration Office, Guindy).	1	45—3—75 ..	..	80—3—110.	
27 Maternity Assistant	1	40—1—50 ..	..	80—3—110—2—120.	
28 Supervisors (Administration Office, Guindy).	3	100—5—150—10—250.		150—5—175—10—225—15—375.	
28-A Supervisor (Industrial Colony, Tirunelveli and Madurai).	6	100—5—150—10—250.		150—5—175—10—225—15—375.	
28-B Supervisor (Industrial Estate, Manichera).	1	100—5—150—10—250.		150—5—175—10—225—15—375.	
28-C Supervisor (Industrial Estate, Kanyakumari).	1	100—5—150—10—250.		150—5—175—10—225—15—375.	
29 Demonstration Maistris (Bee-keeping Industry).	2	20—1—30 ..	..	50—1—60.	
30 Apiary Assistant	1	20—1—30 ..	..	50—1—60.	

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
31 Bee-boy	1	20—1—30 ..	..	50—1—60.	
32 Laboratory Assistant (Galvanising Plant).	1	24—1—35 ..	..	55—1—70.	
33 Operatives (Sericulture) ..	65	24—1—35 ..	..	55—1—70.	
34 Graders (Gut Section) ..	6	24—1—35 ..	..	55—1—70.	
35 Packers (Sales Emporium) ..	7	24—1—35 ..	..	55—1—70.	
36 Helper (Designing Section) ..	1	24—1—35 ..	..	55—1—70.	
37 Workshop Attendants (I.T.I.).	14	24—1—35 ..	..	55—1—70.	
38 Junior Laboratory Attender (Chemical Testing and Analytical Laboratory).	1	30—1—40 ..	..	55—1—70.	
39 Senior Laboratory Attender (Chemical Testing and Analytical Laboratory).	1	35—1—45 ..	..	55—1—70.	
40 Operatives (Government Silk Farm, Tenkasi).	3	24—1—35 ..	..	55—1—70.	
41 Lifter (Handmade Paper Unit, Gandhigram and Arapakkam).	1	45 ..	..	55—1—70.	
42 Assistants for Glazing (Handmade Paper Unit, Gandhigram and Arapakkam).	2	30 ..	..	55—1—70.	
43 Pulp Making Assistants (Handmade Paper Unit, Gandhigram and Arapakkam).	2	30 ..	..	55—1—70.	
44 Sevaks (Handmade Paper Unit, Gandhigram and Arapakkam).	2	32 ..	..	55—1—70.	
45 Gur Guides (Gur and Khandasari).	{ 16	30—1—35 ..	..	60—1—75.	
	{ 4	32—1—37 ..	..	60—1—75.	
46 Workshop Attendants (Industrial Training Institute).	13	35—1—50 ..	..	65—1—75.	
47 Juice Boilers (Gur and Khandasari).	{ 4	50 ..	..	65—1—75.	
	{ 1	85 ..	..	65—1—75.	
48 Kiln Operator (Pottery Industry, North Arcot).	1	45 ..	..	65—1—75.	
49 Machine Operators, Grade V.	6	35—1—50 ..	..	65—1—70—2—90.	
50 Foremen (S.M.R.V. Technical Institute).	4	30—2—42—3—60.	..	70—2—100.	
51 Instructor (S.M.R.V. Technical Institute).	1	30—1—40—2—50.	..	70—2—100.	
52 Drawing Master (S.M.R.V. Technical Institute).	1	35—1—55 ..	..	70—2—100.	
53 Sericultural Demonstrators.	16	35—1—55 ..	..	70—2—100.	
54 Silk Rearing Demonstrators.	2	35—1—55 ..	..	70—2—100.	
55 Time-keepers (S.S.I. Unit) ..	{ 2	35—2—55 ..	..	70—2—100.	
	{ 4	35—1—55 ..	..	70—2—100.	
56 Assistant Instructor (Smithy Workshop, Madurai).	1	45 ..	..	70—2—100.	
57 Instructors (Kallupatti Bamboo Workers Industries Co-operative).	2	40 ..	..	70—2—100.	
58 Oil Pressers (Composite Soap-making Unit, L.B.P. Area).	4	40 ..	..	70—2—100.	
59 Bull Attenders (Composite Soap-making Unit, L.B.P. Area).	4	40 ..	..	70—2—100.	
60 Bamboo Instructors ..	2	40 ..	..	70—2—100.	
61 Skilled Assistants (Carpentry and Blacksmithy).	6	45 ..	..	70—2—100.	

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.			New scale.	
		RS.			RS.	
62 Skilled Worker (Tanning Demonstration).	1	43	..	..	70—2—100.	
63 Chemist-cum-Manager (Match Factory).	5	50	..	..	70—2—100.	
64 Assistant Carpenters ..	2	60	..	..	70—2—100.	
65 Skilled Workers (Kotagiri Workshop, Carpentry, Smithy, etc.).	8	60	..	..	70—2—100.	
66 Flayer	30	60	..	..	70—2—100.	
67 Skilled Worker (Carpentry and Blacksmithy).	19	60	..	..	70—2—100.	
68 Maistry (Hand-made Paper).	1	45	..	..	70—2—100.	
69 Manager ('C' type Garamodaya Sales Depot).	5	80	..	..	70—2—100.	
70 Bee Fieldmen	{ 5	60	..	..	70—2—100.	
	10	43	..	..	70—2—100.	
71 Soap-Boilers (L.B.P. Area) ..	2	40—1—50	..	..	75—1—85.	
72 Driller (Cart-Wheel Hub, Gandhigram).	1	40—2—60	..	..	80—2—100.	
73 Gasman (Chemical Testing and Analytical Laboratory).	1	40—2—60	..	..	80—2—100.	
74 Skilled Workers (Glass-bangle Unit, Pottery, Mat-weaving and Bell-Metal Unit).	11	40—2—60	..	..	80—2—100.	
75 Junior Bee Fieldmen ..	30	40—2—60	..	..	80—2—100.	
76 Carpenters (Chemical Testing and Analytical Laboratory).	1	40—2—60—1—70.			80—2—100.	
77 Mechanics (Gur)	4	45—3—60	..	..	80—3—110.	
78 Pumpset Mechanics ..	6	45—3—75	..	..	80—3—110.	
79 Foreman (Chemical Testing and Analytical Laboratory).	1	45—3—75	..	..	80—3—110.	
80 Junior Instructor (Spinning Coir).	2	45—3—75	..	..	80—3—110.	
81 Supervisor (Soaking) ..	1	45—3—75	..	..	80—3—110.	
82 Gur Demonstrators (Tiruchirappalli, North Arcot, Salem and L.B.P. Area).	16	45—2—65—3—80.			80—3—110.	
83 Gur Demonstrators (Kallakurichi).	2	45—2—65—3—80.			80—3—110.	
84 Salesman, Grade III ..	34	45—3—60—2—90.			80—3—110.	
85 Fieldmen (Mines Branch) ..	6	45—3—90	..	..	80—3—110.	
86 Soap Chemists, Assistants ..	17	50—3—80	..	..	80—3—110.	
87 Apprentice Chemist	1	50—3—80	..	..	80—3—110.	
88 Master Potter (Model Production Centre).	3	50—3—80	..	..	80—3—110.	
89 Electrician (S.S.I. Unit) ..	{ 4	50—3—80	..	..	80—3—110.	
	4	50—2—80	..	..	80—3—110.	
90 Draughtsmen Artists (Chemical Testing and Analytical Laboratory).	1	55—3—70—2—80.			80—3—110.	
91 Supervisor (Foot-wear Unit, Triplicane and Pallavaram).	8	60—2—80	..	..	80—3—110.	
92 Machine Operatives (Common Central Tool Room).	15	50—2—60	..	..	80—3—110.	
93 Gani Organizer	2	80	..	..	80—3—110.	
94 Mechanic, Hand-made Paper, L.B.P. Area.	1	50	..	..	80—3—110.	
95 Assistant Organizer, Hand-made Paper, Gandhigram.	1	60	..	..	80—3—110.	
96 Chemist	1	60	..	..	80—3—110.	

INDUSTRIES DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.			New scale.		
		RS.			RS.		
97 Soap Chemist	3	100	..	..	80—3—110.		
98 Manager ('B' Type Gramodaya Sales Depot).	5	100	..	..	80—3—110.		
99 Manager (Gramodaya Sales Depot).	8	80	..	..	80—3—110.		
100 Junior Inspector of Sericulture.	20	45—3—75	..	..	90—3—105—4—125.		
101 Farm Foreman	4	45—3—75	..	..	90—3—105—4—125.		
102 Fieldmen (Major Nursing Unit, Hozur).	1	45—3—75	..	..	90—3—105—4—125.		
103 Mechanic, Handloom Parts Unit, Salem.	2	50—3—80	..	..	90—3—105—4—125.		
104 Demonstrators (School of Arts and Crafts).	13	50—3—80	..	..	90—3—105—4—125.		
105 Glass Blower (Chemical Testing and Analytical Laboratory).	1	55—3—85	..	..	90—3—105—4—125.		
106 Market Officer (Coocoon Market, Hozur).	1	55—3—70—5—90.			90—3—105—4—125.		
107 Foreman (Match Works, Perambur).	2	60—2—80	..	..	90—3—105—4—125.		
108 Turner (Cart-wheel Hub) ..	1	60—3—90	..	..	90—3—105—4—125.		
109 Assistant Driller (Geology Branch).	2	60—2—70—EB—2—80.			90—3—105—4—125.		
110 Turner (Bell-metal Unit) ..	1	60—2—70—EB—2—80.			90—3—105—4—125.		
111 Foreman, Pumpset (Sericultural Section).	1	90—3—120	..	..	90—3—105—4—125.		
112 Machine Operators (Foot-wear Unit, Perambur).	20	60—2—80	..	..	90—3—105—4—125.		
113 Mechanical Operator (Handloom Parts).	45	60—2—80	..	..	90—3—105—4—125.		
114 Attendants (Wood-seasoning Plant, Pollachi).	18	60—2—80	..	..	90—3—105—4—125.		
115 Machine Operative, Grade I (Common Central Tool Room, Erode).	8	70—2—90	..	..	90—3—105—4—125.		
116 Instructor (Smithy Workshop, Madurai).	1	75	..	..	90—3—105—4—125.		
117 Organizer (Hand-made Paper), Gandhigram.	1	80	..	..	90—3—105—4—125.		
118 Maistry (Wardha Gani) ..	1	100	..	..	90—3—105—4—125.		
119 Manager ('A' type Gramodaya Sales Depot).	5	100	..	..	90—3—105—4—125.		
120 Assistant (Training Centre for manufacture of Fancy Articles and Sea Shells).	1	90	..	..	90—3—105—4—125.		
121 Skilled Worker (Cloth Doll Training Centre, Tirunelveli).	1	75	..	..	90—3—105—4—125.		
122 Tapper Demonstrator (I.C. Branch).	1	90	..	..	90—3—105—4—125.		
123 Sericultural Instructor ..	1	45—3—60—2—90.			90—4—110—3—140.		
124 Assistant Hostel Superintendents.	5	45—3—60—2—90.			90—4—110—3—140.		
125 Store-keepers	2	45—3—60—2—90.			90—4—110—3—140.		
126 Artist (Weaving Carpets, Gopalsamudram).	1	60—4—100	..	..	110—3—140.		
127 Assistant Supervisor (Quartz Crushing Unit).	2	70—2—90	..	..	110—3—140.		
128 Foreman (Scientific Glass Apparatus Factory).	3	70—2—90	..	..	110—3—140.		

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
129 Testing and Quality Control Assistant (Scientific Glass Apparatus Factory).	2	70—2—90	.. ..	110—3—140.	
130 Junior Assistant (Glass) ..	1	70—2—90	.. ..	110—3—140.	
131 Skilled Assistant (Bell-metal Unit).	1	70—2—90	.. ..	110—3—140.	
132 Senior Inspector for Weaving.	1	70—2—90	.. ..	110—3—140.	
133 Skilled Assistant (Weaving Carpets, Gopalamudram).	1	70—2—90	.. ..	110—3—140.	
134 Dyer	1	70—2—90	.. ..	110—3—140.	
135 Kiln Foreman (Brick-making, Vedaranyam).	1	70—2—90	.. ..	110—3—140.	
136 Salesman, Sales Emporium, Madras, Tanjore and Tirunelveli.	6	70—5—100	.. ..	110—3—140.	
137 Foreman (Glass Bangle Unit).	1	80—3—95—5—110.		110—3—140.	
138 Tanning Demonstrator (Tirunelveli and Tiruchirappalli).	3	80—2—100	.. ..	110—3—140.	
139 Palm Gur Instructor (I.C. Branch).	26	65—2—85—1—90.		110—3—140.	
140 Ceramic Supervisor (Central Office).	1	70—2—90	.. ..	125—3—140—5—150.	
141 Weaving Instructor (Aloe and Fibre).	1	70—2—90	.. ..	125—3—140—5—150.	
142 Spinning Instructor	1	70—2—90	.. ..	125—3—140—5—150.	
143 Instructor (Model Footwear Unit, Pallavaram, Triplicane, etc.).	3	80—2—100	.. ..	125—3—140—5—150.	
144 Senior Bee Fieldmen (Bee-keeping Industry).	6	80—5—110	.. ..	125—3—140—5—150.	
145 Assistant Superintendent (Industrial Estate).	1	80—5—120	.. ..	125—3—140—5—150.	
146 Instructors (Foot-wear Unit, Perambur).	2	90—3—120	.. ..	125—3—140—5—150.	
147 Supervisor for Village Pottery (Model Production Centre, Choolaimedu).	3	90—3—120	.. ..	125—3—140—5—150.	
148 Supervisor for Bricks (Ceramic and Pottery, L.B.P. Area).	1	90—3—120	.. ..	125—3—140—5—150.	
149 Ceramic Supervisor (Central Office).	1	90—3—120	.. ..	125—3—140—5—150.	
150 Tailoring Instructor (I.C. Branch).	1	90—3—120	.. ..	125—3—140—5—150.	
151 Blacksmithy Instructor (I.C. Branch).	1	90—3—120	.. ..	125—3—140—5—150.	
152 Driller	1	80—2—100	.. ..	125—3—140—5—150.	
153 Foreman (Arundathiyar Co-operative Society).	1	90—3—120	.. ..	125—3—140—5—150.	
154 Instructor (Wood-working Unit).	1	90—3—120	.. ..	125—3—140—5—150.	
155 Instructor, Coir (Mallavadi and Tiruvannamalai).	1	75 .. ..	.. ..	125—3—140—5—150.	
156 Supervisor (Hand-made Paper, L.B.P. Area).	1	100 .. ..	.. ..	125—3—140—5—150.	
157 Supervisor (Gandhigram) ..	1	100 .. ..	.. ..	125—3—140—5—150.	
158 Organizer, Arappakam ..	1	100 .. ..	.. ..	125—3—140—5—150.	
159 Tailoring Instructor (Tailoring and Embroidery Unit).	1	100 .. ..	.. ..	125—3—140—5—150.	

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.			New scale.		
		RS.			RS.		
160 Assistant (Training Centre for Painting Pictures).	1	100	..	..	125—3—140—5—150.		
161 Production Assistant (Fancy Leather Goods Unit, Pallavaram).	1	80—3—95—5—110.			125—5—175.		
162 Salesman, Sales Emporium, Dindigul.	1	80—3—95—5—110.			125—5—175.		
163 District Inspectors (Cottage Industries).	25	80—3—95—5—110.			125—5—175 (Diploma holders to start on Rs. 150).		
164 Assistant Translator (Technical Information Section, Guindy).	1	80—5—110	..		125—5—175.		
165 Assistant Gur Development Instructor, Tiruchirappalli and Vellore.	2	80—5—100—EB—5—130.			125—5—175.		
166 Moulder (Ornamental Handles, Madurai).	1	90—3—120	..		125—5—175.		
167 Engraver, Electroplater and Polisher (Ornamental Handles, Madurai).	3	90—3—120	..		125—5—175.		
168 Mechanic (Art-metal Industries, Swamimalai).	1	90—3—120	..		125—5—175.		
169 Moulder (Bell-metal Industries).	1	90—3—120	..		125—5—175.		
170 Turner-cum-Fitter (Bell-metal Industries).	1	90—3—120	..		125—5—175.		
171 Senior Assistant (Glass Bangle Unit, Madurai).	1	90—3—120	..		125—5—175.		
172 Foreman (Leather Tanning and Finishing Unit, Ambur).	3	90—3—120	..		125—5—175.		
173 Assistant Inspector of Sericulture.	7	90—3—120	..		125—5—175.		
174 Assistant Chemist (Gut Section).	1	90—3—120	..		125—5—175.		
175 Assistant for Operator for Motion Picture (Technical Information Section).	1	90—3—120	..		125—5—175.		
176 Foreman (Splints and Veneers).	1	90—3—120	..		125—5—175.		
177 Mathematics Instructor ..	7	90—3—120	..		125—5—175.		
178 Salesman (Central Leather Marketing Depot).	2	90—3—120	..		125—5—175.		
179 Supervisor-cum-Manager, Brick-making, Thanikottagam.	1	90—5—180	..		125—5—175.		
180 Assistant Development Officer (Pottery).	1	70—2—90	..		125—5—175 (Diploma holders to start on Rs. 150).		
181 Foreman (Icon Manufacturers Co-operative Society, Swamimalai).	1	90—3—120	..		125—5—175.		
182 Supervisor-cum-Manager (Brick Unit, Madurai and South Arcot).	2	90—3—120	..		125—5—175.		
183 Ceramic Supervisor-cum-Manager (Usilampatti Tile Works Co-operative Society).	1	90—4—110—5—120.			125—5—175.		
184 Technician (Musical Instruments Co-operative Society, Tanjore).	1	135	..	..	125—5—175.		
185 Designer-cum-Mechanic (Art-Metal Plate Workers Co-operative Society).	2	135	..	..	125—5—175.		

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.			New scale.	
		RS.			RS.	
186 Manager (Manufacture of Wardha Gani).	1	150	..	..	125—5—175.	
187 Instructor (Training Centre for Kalankarai Printing, Kumbakonam).	1	120	..	..	125—5—175.	
188 Instructor (Cloth Doll Training Centre, Tirunelveli).	1	125	..	..	125—5—175.	
189 Production Assistants (I.C. Branch).	2	100—5—150	..	..	150—5—200.	
190 Draughtsmen (S.S.I. Units) ..	5	70—2—90—3—120.	120—3—150—5—175.			
191 Foremen (S.S.I. Units) ..	28	90—3—120	..	125—5—175—10—225 (Diploma holders to start on Rs. 150).		
192 Assistant Foreman (Model Foundry Unit, Guindy).	1	90—3—120	..	125—5—175—10—225.		
193 Inspector, Grade II, Lock Unit, Dindigul.	1	90—3—120	..	125—5—175—10—225.		
194 Demonstrators, Wood-working-cum-Engineering Workshop (After Care-home).	3	90—3—120	..	125—5—175—10—225.		
195 Mechanic Supervisor (Quarts Crushing Plant).	1	90—3—120	..	125—5—175—10—225.		
196 Demonstrators in Blacksmithy and Carpentry (Pettai, etc.).	15	90—3—120	..	125—5—175—10—225.		
197 Foremen, Model Carpentry Workshop, Krishnagiri, Pettai, etc.	2	90—3—120	..	125—5—175—10—225.		
198 Foreman, Last-making Sports Goods Unit.	1	90—3—120	..	125—5—175—10—225.		
199 Craft Instructors (Industrial Training Institute).	161	90—3—120	..	125—5—175—10—225.		
200 Drawing Instructors (Industrial Training Institute).	9	90—3—120	..	125—5—175—10—225.		
201 Allied Trade Instructors ..	10	90—3—120	..	125—5—175—10—225.		
202 Inspectors for Blacksmithy and Carpentry (Training-cum-Production Centre, Agasteeswaram).	2	90—3—120	..	125—5—175—10—225.		
203 Supervisors, Ceramic Training Centre.	4	90—3—120	..	125—5—175—10—225.		
204 Foreman, W.W. (Sports Goods Unit).	1	90—3—120	..	125—5—175—10—225.		
205 Production Assistant, Glassware Unit, Kumbakonam.	1	90—5—180	..	125—5—175—10—225.		
206 Foreman Assistant (Chemical Testing and Analytical Laboratory).	1	90—5—180	..	125—5—175—10—225.		
207 Moulder (Ceramic Training Centre, Vriddhachalam).	1	90—5—180	..	125—5—175—10—225.		
208 Assistant Superintendent (Coir School, Kanyakumari).	1	90—5—180	..	125—5—175—10—225.		
209 Assistant Instructors, School of Arts and Crafts.	7	90—5—180	..	125—5—175—10—225.		
210 Shift Supervisors (Galvanising Plant, Mettur Dam).	3	90—5—180	..	125—5—175—10—225.		
211 Foremen, Grade II (Scientific Glass Apparatus Factory).	3	90—5—150	..	125—5—175—10—225.		
212 Inspectors (Pressed Metal Products).	2	100—5—150	..	125—5—175—10—225.		

INDUSTRIES DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
213 Manager-cum-Chemist (Soap Unit, L.B.P. Area).	1	120—5—150	..	125—5—175—10—225.	
214 Foreman (Leather Sports Goods Unit).	1	90—3—120	..	125—5—175—10—225.	
215 Instructors, Industrial Co-operative Society for Carpentry and Blacksmithy, Gobichettipalayam and Thookanaickanpalayam.	2	90—3—120	..	125—5—175—10—225.	
216 Supervisor-cum-Manager, Brick-making Unit, Paramakudi.	1	120—5—180	..	125—5—175—10—225.	
217 Designer, Manapad Women Workers' Co-operative Society.	1	120—5—180	..	125—5—175—10—225.	
218 Die-Makers, Grade I (Common Centre Tool Room, Erode).	2	120—5—150—6—180.		125—5—175—10—225.	
219 Heat Treatment Operative (Hand-tools Unit, Guindy).	1	120—5—150—6—180.		125—5—175—10—225.	
220 Demonstrators (Training-cum-Production Workshop, Kotagiri).	4	100 .. ..	..	125—5—175—10—225.	
221 Instructors (Carpentry and Blacksmithy, C.D. Block).	23	100 and 85	..	125—5—175—10—225.	
222 Supervisor, Glass and Gun Metal Industries, Madurai.	1	150 .. ..	..	125—5—175—10—225.	
223 Demonstrator (Chemical Testing and Analytical Laboratory).	1	100—8—140—10—200.		125—5—200—10—250.	
224 Foremen-cum-Supervisors (Village Leather Tanneries, Tanjore).	5	120—5—180	..	125—5—200—10—250.	
225 Nursery Manager (Major Nursery Unit, Hosur).	1	120—5—180	..	125—5—200—10—250.	
226 Assistant Instructor (Training Centre for Weaving Cumblies and Carpets).	1	120—5—180	..	125—5—200—10—250.	
227 Instructor, Mat-weaving Centre, Palladam.	1	120—5—180	..	125—5—200—10—250.	
228 Technical Assistant, Bell-metal Unit.	1	120—5—180	..	125—5—200—10—250.	
229 Instructor, Leather Sports Goods Unit, Guindy.	1	120—5—150—6—180.		125—5—200—10—250.	
230 Foremen, Foot-wear Unit, Perambur.	4	120—5—150—6—180.		125—5—200—10—250.	
231 Die-Makers, Grade II (Common Centre Tool Room).	2	100—5—150	..	125—5—200—10—250.	
232 Technical Assistants (Cottage Match Factory).	4	100—5—150	..	125—5—200—10—250.	
233 Technical Assistant (Quality Control Leather Workers' Co-operative Society).	1	100—5—150	..	125—5—200—10—250.	
234 Managers, Grade II (Sales-cum-Procurement Depot, Chidambaram, etc.)	4	100—10—200	..	125—5—175—10—225—15—300.	
235 Quality Control Assistants (Foot-wear Unit, Perambur).	3	100—5—150	..	150—5—200.	
236 Skilled Worker (Training Centre for Casting Moulds, Mahabalipuram).	1	100—5—150	..	150—5—200.	
237 Superintendent (Aloe Fibre Centre, Neduvayal).	1	100—5—150	..	150—5—200.	

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
238 Skilled Assistant (Sculpture Training Centre, Mahabalipuram).	1	100—5—150 ..	150—5—200.
239 Extension Officers (Industries).	206	100—5—150—10— 250.	150—5—175—10— 225—15—375.
240 Production Assistant (Art Metal Unit, Swamimalai).	1	80—3—95—5—110.	175—10—225—15— 375.
241 Inspector, Essential Handloom Parts.	1	100—5—150—10— 250.	175—10—225—15— 375.
242 Inspectors of Industries, (Central Office).	13	100—5—150—10— 250.	175—10—225—15— 375.
243 Engineering Supervisor (Central Office).	1	100—5—150—10— 250.	175—10—225—15— 375.
244 Chargemen (Sarangam Karyalaya).	16	100—5—150—10— 250.	175—10—225—15— 375.
245 Operator for Motion Pictures.	1.	120—5—180 ..	175—10—225—15— 375.
246 Assistant Managers (Leather Marketing Depot).	2	120—5—180 ..	175—10—225—15— 375.
247 Weaving Instructor (Training Centre for Weaving Carpets and Druggets).	1	120—5—180 ..	175—10—225—15— 375.
248 Foremen (S.S.I. Units) ..	11	120—5—180 ..	175—10—225—15— 375.
249 Inspector (Hand Tools Unit, Guindy).	1	120—5—150—6— 180.	175—10—225—15— 375.
250 Assistant (Model Foundry Unit, Erode).	1	120—5—150—6— 180.	175—10—225—15— 375.
251 Production Assistant (Splints and Veneers).	1	120—5—150—6— 180.	170—10—225—15— 375.
252 Supervisory Instructors (Industrial Training Institute).	21	120—5—150—6— 180.	175—10—225—15— 375.
253 Instructor, W.W. (Sports Goods Unit, Guindy).	1	120—5—150—6— 180.	175—10—225—15— 375.
254 Chargemen (Essential Handloom Parts, Salem).	6	120—5—180 ..	175—10—225—15— 375.
255 Assistant Inspectors (Essential Handloom Parts, Salem).	2	120—5—180 ..	175—10—225—15— 375.
256 Kiln Operators (Wood-seasoning Plant, Pettai).	2	120—5—180 ..	175—10—225—15— 375.
257 Instructor (Last Making Sports Goods Unit, Guindy).	1	120—5—180 ..	175—10—225—15— 375.
258 Instructor (Manufacture of Ornamental Handles).	1	120—5—180 ..	175—10—225—15— 375.
259 Instructor (Glass Bangle and Bead Training Centre).	1	120—5—180 ..	175—10—225—15— 375.
260 Designer (Pottery Research Centre).	1	120—5—180 ..	175—10—225—15— 375.
261 Superintendents (Pottery Training Centre, Usilampatti, etc.).	3	120—5—180 ..	175—10—225—15— 375.
262 Superintendent (S.M.R.V. Technical Institute).	1	125—7½—200 ..	175—10—225—15— 375.
263 Industrial Survey Inspectors.	2	150—10—250 ..	175—10—225—15— 375.
264 Production Assistant, Grade II (Foot-wear Unit, Perambur).	1	150—10—250 ..	175—10—225—15— 375.
265 Translator (Technical Information Section).	1	150—10—250 ..	175—10—225—15— 375.
266 Store Purchasing Assistant (Servicing Corporation, Guindy).	1	180—10—240 ..	175—10—225—15— 375.

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
267 Production Assistant, Grade I (Foot-wear Unit, Perambur).	1	180—10—240	..	175—10—225—15—375.	
268 Superintendents, Model Foot-wear Unit (Pallavaram and Triplicane).	2	180—10—240	..	175—10—225—15—375.	
269 Refrigeration Assistant (Leather Tanning Unit, Ambur).	1	180—10—240	..	175—10—225—15—375.	
270 Instructor (Training Centre for Weaving Cumbles and Carpets).	1	180—10—240	..	175—10—225—15—375.	
271 Superintendent (Model Foot-wear Unit, Erode).	1	180—5—200—10—240.		175—10—225—15—375.	
272 Inspectors of Sericulture, Coonoor.	3	180—5—200—10—240.		175—10—225—15—375.	
273 Senior Inspector for Coir (Central Office).	1	180—5—200—10—240.		175—10—225—15—375.	
274 Instructor for Wool and Allied Products (Central Office).	1	180—5—200—10—240.		175—10—225—15—375.	
275 Instructor for Cane and Bamboo Products (Central Office).	1	180—5—200—10—240.		175—10—225—15—375.	
276 Instructor for Palmyra Leaf Products (Central Office).	1	180—5—200—10—240.		175—10—225—15—375.	
277 Instructor for Mat-weaving (Central Office).	1	180—5—200—10—240.		175—10—225—15—375.	
278 Sales Assistant (Central Office).	1	180—5—200—10—240.		175—10—225—15—375.	
279 Assistant in charge of Library, Technical Information Section.	1	180—5—200—10—240.		175—10—225—15—375.	
280 Artisan-cum-Instructor (I.C. Branch).	1	180—5—200—10—240.		175—10—225—15—375.	
281 Senior Inspector/Technical ..	1	180—5—200—10—240.		175—10—225—15—375.	
282 Gur Development Instructors (Gur and Khandasari).	2	100—5—140—EB—10—220.		175—10—225—15—375.	
283 Supervisor/Technical (Kamat-chiamman Metal Workers' Co-operative Society, Tirunelveli).	1	100—5—150—10—250.		175—10—225—15—375.	
284 Foremen, Grade I (Scientific Glass Apparatus Factory).	2	120—5—150—6—180.		175—10—225—15—375.	
285 Foremen (Hand-tools Unit).	2	120—5—150—6—180.		175—10—225—15—375.	
286 Foremen (Surgical Instruments).	2	120—5—150—6—180.		175—10—225—15—375.	
287 Foremen (Government Lock Unit).	2	120—5—150—6—180.		175—10—225—15—375.	
288 Foreman (Industrial Co-operative Workshop, Sriperumbudur).	1	120—5—150—6—180.		175—10—225—15—375.	
289 Foremen (Bolts and Nuts Factory).	2	120—5—150—6—180.		175—10—225—15—375.	
290 Foremen (Common Lease Shop).	2	120—5—150—6—180.		175—10—225—15—375.	
291 Superintendent (Hand-made Paper, Gandhigram).	1	180		175—10—225—15—375.	
292 Superintendent (Lower Bhavani Project Area).	1	180		175—10—225—15—375.	
293 Instructor for Casting Moulds (Sculpture Training Centre, Mahabalipuram).	1	200		175—10—225—15—375.	

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.			New scale.		
		RS.			RS.		
294 Instructor (Training Centre for Painting Pictures on Wood).	1	180	..	..	175—10—225—15—375.		
295 Instructor (Training Centre for making fancy articles from sea-shells).	1	180	..	..	175—10—225—15—375.		
296 Museum Assistant (Technical Information Section, Guindy).	1	140—5—190		..	180—5—200—10—250.		
297 Scientific Assistants, Graduating Assistant and Senior Assistant (Scientific Glass Training Centre).	3	140—5—190		..	180—5—200—10—250.		
298 Technical Officer (I.C. Branch).	1	150—5—200		..	200—5—240—10—270.		
299 Women Special Officer (I.C. Branch).	1	150—5—200		..	200—5—240—10—270.		
300 Technical Assistant to the Community Project Officer (Industries).	1	150—5—200		..	200—5—240—10—270.		
301 Technical Assistant	1	200—5—220—10—250.			225—15—300.		
302 Geological Assistants ..	4	100—5—150—10—250.			225—15—375.		
303 Design-cum-Artist (Ceramic Centre, Vriddhachalam).	1	120—5—150—6—180.			225—15—375.		
304 Mechanical Draughtsmen (S.S.I. Units).	5	120—5—150		..	225—15—375.		
305 Designing-cum-Mechanical Draughtsman (Lock Unit).	1	120—5—150		..	225—15—375.		
306 Production Assistants (Small-scale Industries Unit).	8	150—10—250		..	225—15—375.		
307 Master Craftsmen or Specialists in Blacksmithy and Carpentry.	2	150—10—250		..	225—15—375.		
308 Production Assistants (Small-scale Industries Unit).	14	180—10—240		..	225—15—375.		
309 Superintendent (Bell-metal Industry, Nachiarcoil).	1	180—10—240		..	225—15—375.		
310 Production Assistant (Scientific Glass Apparatus Factory).	1	180—10—240		..	225—15—375.		
311 Production Assistant (Leather Tanning and Finishing Unit, Ambur).	1	180—10—240		..	225—15—375.		
312 Superintendent (Fancy Leather Goods, Pallavaram).	1	180—10—240		..	225—15—375.		
313 Instructor in Sculpture (Mahabalipuram).	1	180—10—240		..	225—15—375.		
314 Instructors in Painting, etc. (School of Arts and Crafts).	9	180—10—240		..	225—15—375.		
315 Designer (School of Arts and Crafts).	1	180—10—240		..	225—15—375.		
316 Production Assistant (Small-scale Industries Unit).	1	180—5—200—10—240.			225—15—375.		
317 Foremen, Grade I (Small-scale Industries Unit).	2	180—5—200—10—240.			225—15—375.		
318 Testing and Quality Control Assistants.	3	180—5—200—10—240.			225—15—375.		
319 Carpentry Foreman (Essential Handloom Parts).	1	180—5—200—10—240.			225—15—375.		
320 Foremen-Instructors (Industrial Training Institute).	8	180—5—200—10—240.			225—15—375.		

INDUSTRIES DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
321 Instructors of Carpentry, Blacksmithy and Light-Metal Casting (Central Office).	3	180—5—200—10—240.	225—15—375.
322 Superintendent (Glass Bangle and Bead Training Centre).	1	180—5—200—10—240.	225—15—375.
323 Production Assistants (Ceramic Centre, Vriddhachalam).	2	180—5—200—10—240.	225—15—375.
324 Chemist, Grade I (Ceramic Centre, Vriddhachalam).	1	180—5—200—10—240.	225—15—375.
325 Ceramic Assistant (Central Office).	1	180—5—200—10—240.	225—15—375.
326 Development Officer (Pottery Research Centre).	1	180—5—200—10—240.	225—15—375.
327 Instructor for Tanning and Leather Goods (Central Office).	1	180—5—200—10—240.	225—15—375.
328 Junior Analytical Chemist (Chemical Testing and Analytical Laboratory).	1	180—5—200—10—240.	225—15—375.
329 Instructor for Handicrafts Products (Central Office).	1	180—5—200—10—240.	225—15—375.
330 Master Table Blower (Scientific Glass Training Centre).	1	190—10—240 ..	225—15—375.
331 District Marketing Officers (Sales Emporia in the districts).	10	200—5—220—10—250.	225—15—375.
332 Manager (Cottage Industries Sales Emporia).	1	200—10—300 ..	225—15—375.
333 Managers (Sales-cum-Procurement Depot).	2	200—10—300 ..	225—15—375.
334 Foremen (Wood Working Unit).	2	150—10—250 ..	225—15—375.
335 Production Assistant (Wood Working Unit).	1	150—10—250 ..	225—15—375.
336 Chemist (Glass Apparatus Factory).	1	180—10—240 ..	225—15—375.
337 District Marketing Officers (Tanjore and Tiruchirappalli).	2	200—5—250 ..	225—15—375.
338 Managers, Grade I (I.C. Match Factories).	3	200—10—300 ..	225—15—375.
339 Superintendent-cum-Master Sculpture (Sculpture Training Centre, Mahabalipuram).	1	300	300—15—375.
340 Superintendent-cum-Master Craftsman (Art Metal Training Centre, Swamimalai).	1	300	300—15—375.

Gazetted.

341 Accounts Officer	1	200—40/2—400 —	300—25—600 or 375—25—800 as the case may warrant.
342 Additional Accounts Officer.	1	200—40/2—400 —	300—25—600 or 375—25—800 as the case may warrant.

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
Gazetted—cont.			
343 Deputy Registrars of Co-operative Societies (I.C. Branch).	2	230—30/2—260— 40/2—500—50/2 —700.	300—25—800.
344 Assistant Engineers (Civil and Electrical) and Special Engineer, Construction (Construction Branch).	18	260—30/2—380— 40/2—500.	350—25—650.
345 Superintending Engineer (Construction Branch).	1	1,000—100/2—1,200	1,100—50—1,300.
346 State 'Palm Gur Organizer (Co-operative Branch).	1	200—10—300 ..	250—15—400.
347 Propaganda Officer ..	1	200—25/2—250 ..	300—15—450.
348 Bee-keeping Development Officer.	1	230—30/2—410 ..	300—15—450—25— 500.
349 Village Industries Officers ..	13	230—30/2—410 ..	300—15—450—25— 500.
350 Personal Assistant to the Administrative Officer (Industrial Estate, Guindy).	1	230—30/2—410 ..	300—15—450—25— 500.
351 Personal Assistant to the Principal, School of Arts and Crafts.	1	230—30/2—410 ..	300—15—450—25— 500.
352 Rural Industrialisation Officer.	1	230—30/2—410 ..	300—15—450—25— 500.
353 State Gur Development Officer.	1	230—30/2—410 ..	300—15—450—25— 500.
354 Senior Chemists	4	230—30/2—410 ..	300—15—450—25— 500.
355 Sericultural Experts ..	2	230—30/2—410 ..	300—15—450—25— 500.
356 Special Officer, Guts ..	1	230—30/2—410 ..	300—15—450—25— 500.
357 Apprenticeship Adviser ..	1	230—30/2—410 ..	300—15—450—25— 500.
358 Ceramic Chemist, Training Section, Vriddhachalam.	1	230—30/2—410 ..	300—15—450—25— 500.
359 Engineer, Commercial Section (Ceramic Training Centre).	1	230—30/2—410 ..	300—15—450—25— 500.
360 Assistant Editor	1	230—30/2—410 ..	300—15—450—25— 500.
361 Palm-Gur Organiser ..	1	230—30/2—410 ..	300—15—450—25— 500.
362 Chemist-cum-Dyeing Master (Wool Processing Centre, Vinnamangalam).	1	230—30/2—410 ..	300—15—450—25— 500.
363 Manager (Government Hand-made Match Factory, Perambur).	1	260—30/2—380— 40/2—500.	300—25—600.
364 Tanning Superintendent for Service-cum-Training Centre (Vinnamangalam).	1	260—30/2—380— 40/2—500.	300—25—600.
365 Designer (Footwear Production-cum-Service Centre, Perambur).	1	260—30/2—380— 40/2—500.	300—25—600.
366 Assistant Directors of Industries.	13	260—30/2—380— 40/2—500.	350—25—650.
367 Technical Officers	2	260—30/2—380— 40/2—500.	350—25—650.
368 Superintendent (Service Centre for Pressed Metal Products).	1	260—30/2—380— 40/2—500.	350—25—650.

INDUSTRIES DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
Gazetted—cont.			
369 Production Assistant (Hand-tools Unit, Guindy).	1	260—30/2—380— 40/2—500.	350—25—650.
370 Superintendent (Service Centre for Surgical Instruments).	1	260—30/2—380— 40/2—500.	350—25—650.
371 Superintendent (Service Centre for the Development of Brassware and Cutlery Industry, Kumbakonam).	1	260—30/2—380— 40/2—500.	350—25—650.
372 General Superintendent, (Production-cum-Service Centre for Hurricane Lanterns, Palni).	1	260—30/2—380— 40/2—500.	350—25—650.
373 Production Assistant (Pressure Die Casting Unit, Guindy).	1	260—30/2—380— 40/2—500.	350—25—650.
374 Section Superintendent (Manufacture of Surgical Instruments).	1	260—30/2—380— 40/2—500.	350—25—650.
375 Shift Superintendents ..	3	260—30/2—380— 40/2—500.	350—25—650.
376 Works Superintendents (Manufacture of Ambar Charkha).	6	260—30/2—380— 40/2—500.	350—25—650.
377 Superintendent (Common Central Tool-room and Servicing Centre, Erode).	1	260—30/2—380— 40/2—500.	350—25—650.
378 Superintendent (Model Foundry, Erode).	1	260—30/2—380— 40/2—500.	350—25—650.
379 Production Assistants (Service-cum-Training Centre for Seasoning and Wood-working).	3	260—30/2—380— 40/2—500.	350—25—650.
380 Superintendent (Wood-working-cum-Engineering Workshop for After-care Home).	1	260—30/2—380— 40/2—500.	350—25—650.
381 Superintendent (Model Bolts and Nuts Factory, Erode).	1	260—30/2—380— 40/2—500.	350—25—650.
382 Superintendents (General Purpose Engineering Workshop, Rajapalayam and Vellore).	2	260—30/2—380— 40/2—500.	350—25—650.
383 Superintendents for Combined Carpentry and Blacksmithy Unit (Tirunelveli, Cuddalore and Mannargudi).	3	260—30/2—380— 40/2—500.	350—25—650.
384 Designer, Central Office ..	1	260—30/2—380— 40/2—500.	350—25—650.
385 Assistant Engineer, Designs and Patterns (Model Foundry, Guindy).	1	260—30/2—380— 40/2—500.	350—25—650.
386 Designs Engineer, Expansion of Service Centre for manufacture of Hand-tools, Guindy.	1	260—30/2—380— 40/2—500.	350—25—650.
387 Production Assistant (Designs, Guindy).	1	260—30/2—380— 40/2—500.	350—25—650.
388 Superintendent (Factory for Crushing Quartz, Salem).	1	260—30/2—380— 40/2—500.	350—25—650.

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
Gazetted—cont.			
389 Officer-in-charge, Service Centre for the manufacture of Farm Implements and Agricultural Machinery, Tiruchirappalli.	1	260—30/2—380— 40/2—500.	350—25—650.
390 Superintendent (Factory for manufacture of splints and veneers from Andaman Timbers).	1	260—30/2—380— 40/2—500.	350—25—650.
391 Assistant Engineers (Industrial Estate, Guindy).	3	260—30/2—380— 40/2—500.	350—25—650.
392 Principal, Industrial Training Institute (Madurai, Pettai, etc.).	6	260—30/2—380— 40/2—500.	350—25—650.
393 Principal (Industrial Training Centre, Madras).	1	260—30/2—380— 40/2—500.	350—25—650.
394 Superintendent (Industrial Training Institute, Madras).	1	260—30/2—380— 40/2—500.	350—25—650.
395 Superintendent (Industrial Training Centre, Coimbatore).	1	260—30/2—380— 40/2—500.	350—25—650.
396 Assistant Engineer for the manufacture of Electrical Goods, Guindy.	1	260—30/2—380— 40/2—500.	350—25—650.
397 Assistant Geologists	2	260—30/2—380— 40/2—500.	350—25—650.
398 Research Assistant in Chemical Engineering.	1	260—30/2—380— 40/2—500.	350—25—650.
399 Superintendent (Manufacture of Garments or Holdalls, Vellore).	1	260—30/2—380— 40/2—500.	350—25—650.
400 Principal (Industrial Training Centre for Women).	1	260—30/2—380— 40/2—500.	350—25—650.
401 Works Superintendent, Grade II (I.C. Branch).	1	260—30/2—380— 40/2—500.	350—25—650.
402 General Superintendent (Galvanising Plant, Mettur Dam).	1	320—30/2—380— 40/2—500—50/2—600.	350—25—650 plus special pay Rs. 100.
403 General Superintendent (Ceramic Training Centre with Commercial Section, Vriddhachalam).	1	320—30/2—380— 40/2—500—50/2—600.	350—25—650 plus special pay Rs. 50.
404 Assistant Director, Ceramics (Central Office).	1	260—30/2—380— 40/2—500.	350—25—650.
405 Administrative Officer (Servicing Corporation, Industrial Estate, Guindy).	1	320—30/2—380— 40/2—500—50/2—600.	350—25—650.
406 Personal Assistant to the Director of Industries and Commerce (General).	1	300—50/2—700 ..	375—25—800.
407 Personal Assistant to the Director (Small Scale Industries).	1	300—50/2—700 ..	375—25—800.
408 Personal Assistant to the Director (Cottage Industries).	1	300—50/2—700 ..	375—25—800.
409 Special Officer for Director of Industries and Commerce for attending to work relating to the Committee and to the Preparation of Projects reports on industries.	1	300—50/2—700 ..	375—25—800.

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts	Existing scale.	New scale.
		RS.	RS.
Gazetted—cont.			
410 Community Project Officer, Erode.	1	300—50/2—700 . .	375—25—800.
411 Superintendent (Foot-wear Service Centre, Perambur).	1	350—50/2—500 . .	600—30—900.
Non-technical.			
412 Deputy Director, Village Industries.	1	420—30/2—600— 50/2—700.	600—30—900.
413 Deputy Director, Khandasari.	1	420—30/2—600— 50/2—700.	600—30—900.
414 Deputy Director, Non-Technical.	1	420—30/2—600— 50/2—700.	600—30—900.
415 Deputy Director, Cottage Industrial Co-operatives.	1	420—30/2—600— 50/2—700.	600—30—900.
416 Deputy Director, Small Scale Industrial Co-operatives.	1	420—30/2—600— 50/2—700.	600—30—900.
417 Expert for Matches	1	420—30/2—600— 50/2—700.	600—30—900.
418 Expert for Leather Goods ..	1	420—30/2—600— 50/2—700.	600—30—900.
419 Foot Wear Expert	1	420—30/2—600— 50/2—700.	600—30—900.
420 Instructor for Paper Machine.	1	420—30/2—600— 50/2—700.	600—30—900.
421 Principal, Government Textile Institute.	1	420—30/2—600— 50/2—700.	600—30—900.
422 Manager-cum-Editor	1	420—30/2—600— 50/2—700.	600—30—900.
423 Administrative Officers, Industrial Colony, Madurai and Virudhunagar.	2	420—30/2—600— 50/2—700.	600—30—900.
424 Superintendent (Service Centre for Lock Industries, Dindigul).	1	350—30/2—380— 40/2—500—50/2— —600.	600—40—1,000.
425 General Superintendent (Scientific Glass Apparatus Factory, Guindy).	1	320—40/2—600.	600—40—1,000.
426 Inspector of Technical and Industrial Schools.	1	420—30/2—600— 50/2—700.	600—40—1,000.
427 Ceramic Expert	1	420—30/2—600— 50/2—700.	600—40—1,000.
428 Deputy Director of Commerce.	1	420—30/2—600— 50/2—700.	600—40—1,000.
429 Deputy Directors of Small Scale Industries.	2	420—30/2—600— 50/2—700.	600—40—1,000.
430 Deputy Director for Store Purchase.	1	420—30/2—600— 50/2—700.	600—40—1,000.
431 Wood-working Expert	1	420—30/2—600— 50/2—700.	600—40—1,000.
432 Superintendent, Saw-mill and Servicing Unit, Guindy.	1	420—30/2—600— 50/2—700.	600—40—1,000.
433 Sports Goods Expert	1	420—30/2—600— 50/2—700.	600—40—1,000.
434 Glass Technologist	1	420—30/2—600— 50/2—700.	600—40—1,000.
435 Geologist	1	420—30/2—600— 50/2—700.	600—40—1,000.
436 Deputy Director, Cost Accounting.	1	420—30/2—600— 50/2—700.	600—40—1,000.

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
Non-technical—cont.			
437 Deputy Director. Training ..	1	420—30/2—600— 50/2—700.	600—40—1,000.
438 Principal, School of Arts and Crafts.	1	420—30/2—600— 50/2—700.	600—40—1,000.
439 Superintendent, Manufacture of Electric Goods, Guindy.	1	420—30/2—600— 50/2—700.	600—40—1,000.
440 Superintendent, Manufacture of Textile Mill Parts, Madurai.	1	420—30/2—600— 50/2—700.	600—40—1,000.
441 Officer-in-charge, Manufacture of Balances, Sales, etc.	1	420—30/2—600— 50/2—700.	600—40—1,000.
442 Superintendent, Model Foundry, Industrial Estate, Guindy.	1	420—30/2—600— 50/2—700.	600—40—1,000.
443 Superintendent, Cycle Assembly Unit, Tanjore.	1	420—30/2—600— 50/2—700.	600—40—1,000.
444 Works Manager for Central Workshop for manufacture of Ambar Charka, Madras.	1	420—30/2—600— 50/2—700.	600—40—1,000.
445 General Manager, Wool Processing Centre, Vinnamangalam.	1	420—30/2—600— 50/2—700.	600—40—1,000.
446 Works Superintendent (Brass and Copper Disc Manufacturing Industrial Co-operative Workshop).	1	420—30/2—600— 50/2—700.	600—40—1,000.
447 General Superintendent (Service Centre for manufacture of Hand-tools, Industrial Estate, Guindy).	1	500—50/2—850 ..	600—40—1,000.
448 Industrial Engineer	1	500—50/2—850 ..	600—40—1,000.
449 General Superintendent Pressure Die Casting, Guindy.	1	500—50/2—850 ..	600—40—1,000.
450 Works Manager, Textile Unit for manufacture of Handloom Parts, Salem.	1	500—50/2—850 ...	600—40—1,000.
451 Executive Engineers...	3	500—50/2—850 ...	600—40—1,000.
452 Administrative Officer, Industrial Estate, Guindy.	1	600—50/2—1,000 ...	600—40—1,000 plus special pay Rs. 100.
453 Chief Chemist (Chemical Testing and Analytical Laboratory).	1	420—30/2—600— 50/2—700.	600—40—1,000.
454 Joint Director (Handicrafts).	1	850—50/2—1,000 ..	900—50—1,100.
455 Joint Director (Planning and Development).	1	850—50/2—1,000 ..	900—50—1,100.
456 Joint Director (Small Industries).	1	850—50/2—1,000 ..	900—50—1,100.
457 General Manager (Manufacture of Handloom Parts, Salem).	1	850—50/2—1,000 ..	1,100—50—1,300.
458 Joint Director (Engineering).	1	850—50/2—1,000 ...	1,100—50—1,300.
459 Expert for Foundry	1	1,000—100/2—1,500	} To be filled on contract.
460 Expert for Die Sinking ..	1	1,000—100/2—1,500	
461 Director of Industries and Commerce.	1	1,200—100/2—1,400.	1,200—50—1,400.

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
WORK-CHARGED ESTABLISHMENT.					
1 Skilled Operators, Operatives and Workers, etc.	41	24—1—35 ..	..	55—1—70.	
	8	30—1—40 ..	..	65—1—75.	
	76	35—1—50 ..	..	65—1—70—2—90.	
	8	40—1—60 ..	..	80—2—100.	
	52	40—2—60 ..	..	80—2—100.	
	28	40—2—50—1—55.	..	80—2—100.	
	12	50—1—60 ..	..	80—2—100.	
	51	50—2—60 ..	..	80—2—100.	
	36	50—3—80 ..	..	80—3—110.	
	54	60—2—80 ..	..	90—3—105—4—125.	
	6	60—2—90 ..	..	90—3—105—4—125.	
	15	60—3—90 ..	..	90—3—105—4—125.	
	48	70—2—90 ..	..	90—3—105—4—125.	
	2	70—2—100 ..	..	110—3—140.	
2 Semi-skilled and Unskilled Operators and Workers.	2	18—1—25 ..	..	50—1—60.	
	2	22—1—30 ..	..	50—1—60.	
	27	25—1—35 ..	..	55—1—70.	
3 Machine Operatives	18	35—1—50 ..	..	65—1—70—2—90.	
	10	40—2—60 ..	..	80—2—100.	
	10	40—2—50—1—55.	..	80—2—100.	
	15	50—1—60 ..	..	80—2—100.	
	20	50—2—60 ..	..	80—2—100.	
	89	60—2—80 ..	..	90—3—105—4—125.	
	10	60—3—90 ..	..	90—3—105—4—125.	
	9	70—2—90 ..	..	90—3—105—4—125.	
4 Die Makers	2	70—2—90 ..	..	90—3—105—4—125.	
	10	100—5—150 ..	..	125—5—200—10—250.	
	4	120—5—150—6—180.	..	125—5—200—10—250.	
5 Electroplaters	4	50—3—80 ..	..	80—3—110.	
	2	70—2—90 ..	..	90—3—105—4—125.	
	3	100—5—150 ..	..	125—5—175—10—225.	
6 Pattern Makers	5	90—3—120 ..	..	125—3—140—5—150.	
	2	120—5—180 ..	..	150—5—175—10—225.	
7 Sentries	14	18—1—25 ..	..	50—1—60.	
8 Helpers for Boiler Foreman, Gas Plant Operatives and Compressed Air Operatives.	6	24—1—35 ..	..	55—1—70.	
9 Mazdoors	36	25—1—35 ..	..	55—1—70.	
10 Packers	13	40—1—50 ..	..	75—1—85.	
11 Cleaning-room Workers ..	4	40—1—50 ..	..	75—1—85.	
12 Inspector-room Workers ..	2	40—1—50 ..	..	75—1—85.	
13 Helpers	4	40—2—60 ..	..	80—2—100.	
14 Workers for Lining and Finishing Final Assembly (Cycles).	6	40—2—60 ..	..	80—2—100.	
14-A Lining and Finishing Workers.	2	70—2—90 ..	..	90—3—105—4—125.	
15 Core-room Workers	4	50—1—60 ..	..	80—2—100.	
16 Head-Mali	1	50—3—80 ..	..	80—3—110.	
17 Viewers	10	60—2—80 ..	..	90—3—105—4—125.	
18 Heat-treatment Operatives ..	2	60—2—80 ..	..	90—3—105—4—125.	
Heat-treatment Operatives ..	1	100—5—150 ..	..	125—5—200.	
19 Gas Plant Operative	1	60—3—90 ..	..	90—3—105—4—125.	
20 Compressed Air-Operative ..	1	60—3—90 ..	..	90—3—105—4—125.	
21 Brazing Workers	4	70—2—90 ..	..	90—3—105—4—125.	

INDUSTRIES DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
WORK-CHARGED ESTABLISHMENT— <i>cont.</i>			
22 Filing Brass Workers ..	10	70—2—90 ..	90—3—105—4—125.
23 Operators for Cupola ..	2	70—2—90 ..	90—3—105—4—125.
24 Unskilled Workers ..	60	Rs. 1.50 per day ..	Revised rate or scale to be fixed with reference to our recommendations under “Work-charged Establishments.”
25 Unskilled Worker ..	1	13 ..	Revised rate or scale to be fixed with reference to our recommendations under “Work-charged Establishments.”
26 Workers (Women) ..	60	15 ..	
27 Unskilled Workers ..	59	18 ..	
28 Workers (Men) ..	66	20 ..	
29 Semi-skilled Workers ..	4	23 ..	
30 Workers ..	6	25 ..	
31 Unskilled Workers ..	54	30 ..	
32 Skilled Workers ..	12	40 ..	
33 Unskilled Workers ..	8	45 ..	
34 Skilled Workers ..	5	50 ..	
35 Unskilled Workers ..	2	54 ..	
36 Skilled Workers ..	4	67 ..	

INFORMATION AND PUBLICITY DEPARTMENT.

(Chapter XXVI.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons ..	4	18—1—25 ..	..	50—1—60.	
2 Attender, Children's Theatre.	1	24—1—35 ..	..	55—1—70.	
3 Drivers ..	6	40—1—50 ..	..	75—1—85.	
4 Typists ..	2	45—3—60—2—90.	..	90—4—110—3—140.	
5 Accountants ..	2	140—5—190 ..	..	180—5—200—10—250.	
6 Van Cleaners ..	6	15—1—20 ..	..	50—1—60.	
7 Theatre Attendants ..	2	24—1—35 ..	..	55—1—70.	
8 Packers ..	4	24—1—35 ..	..	55—1—70.	
9 Binder ..	1	30—2—50 ..	..	70—2—100.	
10 Typist, Children's Theatre ..	1	51—3—75—2½—100.	..	90—4—110—3—140.	
11 Stenographer, Information Centre.	1	51—3—75—2½—100.	..	90—4—110—3—140.	
12 Projectionist, Information Centre.	1	80—2—100 ..	..	125—3—140—5—150.	
13 Reserve Operators, Information Centre and Operators (Propaganda).	7	80—2—100 ..	..	125—3—140—5—150.	
14 Receptionists, Information Centre.	3	80—3—95—5—110.	..	125—5—175.	
15 Junior Assistant Translators.	7	80—3—95—5—110.	..	125—5—175.	
16 Sales Assistant, Information Centre.	1	80—3—95—5—110.	..	125—5—175.	
17 Readers, Grade II ..	2	80—5—110 ..	..	125—5—175.	
18 Reader, Grade I ..	1	125—5—175 ..	..	180—5—200—10—250.	
19 Translator ..	1	95—5—125 ..	..	125—5—175.	
20 Upper Division Accountant ..	1	90—10—150—5—175.	..	140—10—240.	
21 Assistant Photographers ..	2	100—5—150 ..	..	125—5—175.	
22 Photographer ..	1	150—5—180 ..	..	180—5—200—10—250.	

INFORMATION AND PUBLICITY DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
23 Film Operator, Children's Theatre.	1	120—5—180	..	150—5—175—10—225.	
24 Reserve Film Operator, Children's Theatre.	1	120—5—180	..	150—5—175—10—225.	
25 Publicity Assistants	4	150—5—200	..	200—5—240—10—270.	
26 Information Assistants ..	2	150—5—200	..	200—5—240—10—270.	
27 Reference Assistant	1	150—5—200	..	200—5—240—10—270.	
28 Journalist	1	150—5—200	..	200—5—240—10—270.	
29 Reporter	1	150—5—200	..	200—5—240—10—270.	
30 Press Assistant	1	150—5—200	..	200—5—240—10—270.	
31 Assistant Editor	1	150—5—200	..	250—15—400.	
32 Librarian, Information Centre.	1	150—5—200	..	180—5—200—10—250.	
33 Assistant Registrar of Books.	1	150—5—200	..	200—5—240—10—270.	
34 Manager, Children's Theatre.	1	200—10—300	..	225—15—375.	
35 Research Assistant, Children's Theatre.	1	200—10—300	..	225—15—375.	

State Services.

36 Additional Tamil Translator.	1	240—40/2—400	..	300—15—450—25—500.	
37 Exhibition Officer	1	250—25/2—400	..	300—15—450—25—500.	
38 Tourist Officers	2	250—50/2—500	..	300—25—600.	
39 Public Relations Officer ..	1	250—50/2—500	..	300—25—600.	
40 District Publicity Officers ..	6	250—50/2—500	..	300—25—600.	
41 Scrutiny Officer (Information and Publicity).	1	300—40/2—500	..	350—25—650.	
42 Publication Officer	1	300—50/2—500	..	350—25—650.	
43 Officer-in-charge, Information Centre.	1	300—50/2—700	..	375—25—800.	
44 Assistant Directors of Information and Publicity.	2	475—75/2—700	..	550—40—750—50—800.	
45 Assistant Director (Translation).	1	475—75/2—700	..	550—40—750—50—800.	
46 Deputy Director of Information and Publicity (held in abeyance).	1	600—75/2—900	..	550—40—750—50—800.	
47 Director of Information and Publicity.	1	800—75/2—1,100—100/2—1,300.		900—50—1,200.	

INSPECTORATE OF MUNICIPAL COUNCILS AND LOCAL BOARDS.

(Chapter XXVII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	296	18—1—25	..	50—1—60.	
2 Duffadar	1	22—1—30	..	50—1—60 plus Rs. 5 special pay.	
3 Attenders	48	24—1—35	..	55—1—70.	
4 Lower Division Clerks ..	335	45—3—60—2—90.		90—4—110—3—140.	
5 Typists including Steno-typists.	26	45—3—60—2—90.		90—4—110—3—140.	

INSPECTORATE OF MUNICIPAL COUNCILS AND LOCAL BOARDS—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
6 Upper Division Clerks ..	48	80—5—110	..	125—5—175.	
7 Junior Superintendents ..	9	140—5—190	..	180—5—200—10—300.	
8 Manager	1	190—10—240	..	180—5—200—10—300.	
9 Works Superintendents ..	2	30—2—42—3—60		70—2—100.	
10 Lower Division Clerk ..	1	40—3—55—4—75—5—120.		90—4—110—3—140.	
11 District Panchayat Overseers	31	70—2—90—3—120.		120—3—150—5—175.	
12 District Engineering Supervisors for Panchayat Works.	11	100—5—150—10—250.		150—5—175—10—225—15—375.	
13 Deputy Panchayat Officers and Extension Officers of Panchayats.	211	100—5—150	..	140—5—220.	
14 District Panchayat Officers, Grade II.	13	150—5—200	..	200—5—240—10—270.	
15 District Panchayat Officers, Grade I.	11	200—10—300	..	250—15—400.	
16 Municipal Commissioners, Grade III.	33	150—5—200	..	200—5—240—10—270.	
17 Municipal Commissioners, Grade II.	16	200—10—300	..	250—15—400.	
18 Municipal Commissioners, Grade I.	13	300—25—500	..	375—25—800.	
19 Municipal Commissioners, Selection Grade.	3	300—50/2—700 plus Rs. 100 special pay.		375—25—800 plus Rs. 100 special pay.	
20 Municipal Commissioner, Special Grade.	1	300—50/2—700 plus Rs. 150 special pay.		375—25—800 plus Rs. 200 special pay.	
21 Personal Assistants to the Inspector of Municipal Councils and Local Boards.	4	300—50/2—700	..	375—25—800.	
22 Personal Assistants to the Special Officers of District Boards and Ex-Officio Regional Inspectors of Local Boards.	10	300—50/2—700		375—25—800.	
23 Inspector of Municipal Councils and Local Boards.	1	Senior I.A.S.	..	....

KHADI DEPARTMENT.

(Chapter XXVIII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	106	18—1—25	..	50—1—60.	
2 Chowkidar	1	18—1—25	..	50—1—60.	
3 Boy Attenders	33	18—1—25	..	50—1—60.	
4 Attenders	53	24—1—35	..	55—1—70.	
5 Lower Division Clerks ..	40	45—3—60—2—90.		90—4—110—3—140.	
6 Typists and Steno-typists ..	46	45—3—60—2—90.		90—4—110—3—140.	
7 Upper Division Clerks-cum-Accountants.	54	80—5—110	..	125—5—175.	
8 Upper Division Clerks ..	17	80—5—110—3—125.		125—5—175.	

KHADI DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
9 Accountants	2	140—5—190	..	180—5—200—10—250.	
10 Junior Superintendents ..	2	140—5—190	..	180—5—200—10—300.	
11 Senior Superintendents ..	5	190—10—240	..	180—5—200—10—300.	
12 Boy Assistants	166	24—1—35 ..	..	55—1—70.	
13 Sales Assistants	40	24—1—35 ..	..	55—1—70.	
14 Jeep Drivers	9	35—1—45 ..	..	70—1—80.	
15 Jeep Drivers	3	40—1—50 ..	..	70—1—80.	
16 Spinning Organizers	273	40 (Fixed) ..	..	70 (Fixed).	
17 Khadi Propagandist	1	45—3—60—2—90.		90—4—110—3—140.	
18 Khadi Workers	116	45—3—60—2—90.		90—4—110—3—140.	
19 Work Assistants	14	45—3—60—2—90.		90—4—110—3—140.	
20 Weaving Instructors	6	45—3—60—2—90.		90—3—105—4—125.	
21 Testing Supervisor	1	45—3—60—2—90.		90—3—105—4—125.	
22 Instructors (Parishramalayas),	510	45—3—60—2—90.		90—3—105—4—125.	
23 Loom Supervisor	1	45—3—60—2—90.		90—3—105—4—125.	
24 Loom Supervisors	9	80—5—110 ..	..	125—3—140—5—150.	
25 Technical Supervisors ..	49	45—3—60—2—90.		90—3—105—4—125.	
26 Carpentry Instructors ..	49	45—3—60—2—90.		90—3—105—4—125.	
27 Boiler Attender	1	45—3—60—2—90.		90—3—105—4—125.	
28 Fitter	1	45—3—60—2—90.		90—3—105—4—125.	
29 Telephone Operator	1	45—3—60—2—90.		90—4—110—3—140.	
30 II Grade Assistants	320	45—3—60—2—90.		90—4—110—3—140.	
31 I Grade Assistants	177	80—5—110 ..	..	125—5—175.	
32 Assistant Managers	24	45—3—60—2—90.		90—4—110—3—140.	
33 Managers, Sales Depots ..	25	80—5—110 ..	..	125—5—175.	
34 Managers of Ambar Parishramalayas.	49	80—5—110 ..	..	125—5—175.	
35 Mechanic	1	50—3—80 ..	..	90—3—105—4—125.	
36 Technical Assistant	1	60—4—100 ..	..	90—4—110—3—140.	
37 Draughtsman	1	70—2—90—3—120.		120—3—150—5—175.	
38 Draughtsman	1	120—150 ..	..	175—10—225.	
39 Store-keepers	2	80—5—110 ..	..	125—5—175.	
40 Artists	3	90—3—120 ..	..	125—3—140—5—150.	
41 Khadi Extension Officers ..	91	90—3—120—5—150.		125—5—200.	
42 Foremen	2	100—5—150 ..	..	125—5—200.	
43 Instructor, R.K.Vidyalaya ..	1	125—5—175 ..	..	150—5—175—10—225.	
44 Manager, Government Khadi Silk Production Centre.	1	125—5—175 ..	..	175—5—225.	
45 Centre Khadi Officers ..	18	125—5—175 ..	..	175—5—225.	
46 City Khadi Officer	1	150—5—200 ..	..	180—5—200—10—250.	

KHADI DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
47 Khadi Inspectors	12	150—5—200	..	200—5—240—10—270.	
48 Khadi Sales Inspector ..	1	150—5—200	..	180—5—200—10—250.	
49 Publication Assistant ..	1	150—5—200	..	180—5—200—10—250.	
50 Assistant Propaganda Officer.	1	150—5—200	..	180—5—200—10—250.	
51 Principals, Ambar Vidyalaya.	2	150—5—200	..	180—5—200—10—250.	
52 Assistant Managers, Government Dyeing, Bleaching and Printing Unit.	2	150—5—200	..	180—5—200—10—250.	
53 Manager, Government Dyeing, Bleaching and Printing Unit, Tirupur.	1	200—10—300	..	225—15—375.	
54 Manager, Central Godown, Tirupur.	1	200—10—300	..	225—15—375.	
55 Assistant Superintendent, Charka Workshop.	1	200—10—300	..	225—15—375.	
56 Khadi Special Assistant ..	1	200—10—300	..	225—15—375.	
57 Window Decoration Expert ..	1	200—10—300	..	225—15—375.	
58 Assistant District Khadi Officers.	11	200—10—300	..	225—15—375.	
59 Principal, R.K. Vidyalaya ..	1	250 .. ..	..	300.	
60 District Khadi Officers ..	11	230—20/2—310—30/2—400.	..	300—15—450—25—500.	
61 Propaganda Officer	1	230—20/2—310—30/2—400.	..	300—15—450—25—500.	
62 Manager, Dyeing and Printing Unit, Erode.	1	230—30/2—410	..	300—15—450—25—500.	
63 Technical Officer	1	260—30/2—380—40/2—500.	..	300—15—450—25—575.	
64 Accounts Officer	1	300—50/2—500	..	300—25—600 or 375—25—800 as the case may warrant.	
65 Regional Officers	3	800—50/2—700	..	375—25—800.	
66 Assistant Directors	2	300—50/2—700	..	375—25—800.	
67 Personal Assistant, to the Director of Khadi.	1	800—50/2—700	..	375—25—800.	
68 Superintendent, Charka Workshop.	1	300—50/2—700	..	350—25—650 plus Rs. 50 special pay.	
69 Chief Marketing Officer ..	1	450—50/2—700	..	450—25—800.	
70 Deputy Director of Khadi ..	1	600—100/2—1,000.	..	700—50—1,100.	
71 Director of Khadi	1	1,000—60—1,300	..	1,000—50—1,200.	

LABOUR DEPARTMENT.

(Chapter XXIX.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	41	18—1—25 .. ..	..	50—1—60.	
2 Duffadar	1	22—1—30 .. ..	..	50—1—60 plus special pay Rs. 5.	
3 Attenders	2	24—1—35 .. ..	..	55—1—70.	
4 Typists	9	45—3—60—2—90.	..	90—4—110—3—140.	
5 Steno-typists	13	45—3—60—2—90.	..	90—4—110—3—140.	

LABOUR DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
6 Lower Division Clerks ..	32	45—3—60—2—90.	90—4—110—3—140.
7 Upper Division Clerks ..	15	80—5—110—3—125.	125—5—175.
8 Accountant ..	1	140—5—190 ..	180—5—200—10—250.
9 Office Assistants ..	6	140—5—190 ..	180—5—200—10—300.
10 Superintendent ..	1	190—10—240 ..	180—5—200—10—300.
11 Tailoring Instructor ..	1	60—3—90 ..	90—3—105—4—125.
12 Assistant Engineer ..	1	260—20—400—50—500.	350—25—650.
13 Labour Officers, Grade III ..	9	200—20/2—300 ..	300—25—600.
14 Labour Officers, Grade II ..	2	250—50/2—550 ..	300—25—600.
15 Labour Officer, Grade I ..	1	300—50/2—700 ..	375—25—800.
16 Gazetted Assistant to the Commissioner of Labour.	1	250—50/2—400 ..	300—25—600.
17 Personal Assistant to the Commissioner of Labour.	1	250—50/2—400 ..	375—25—800.
18 Assistant Commissioner of Labour.	1	300—50/2—700 ..	375—25—800 plus special pay Rs. 50.
19 Commissioner of Labour ..	1	I.A.S. scale.	

FACILITIES SECTION.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons ..	188	18—1—25 ..	50—1—60.
2 Attender ..	1	24—1—35 ..	55—1—70.
3 Typists and Steno-typists ..	24	45—3—60—2—90.	90—4—110—3—140.
4 Lower Division Clerks ..	177	45—3—60—2—90.	90—4—110—3—140.
5 Upper Division Clerks ..	15	80—5—110 ..	125—5—175.
6 Upper Division Clerks ..	8	80—5—110—3—125.	125—5—175.
7 Superintendents ..	5	140—5—190 ..	180—5—200—10—300.
8 Assistant Inspectors of Labour.	126	150—5—200. ..	200—5—240—10—270.
9 Personal Assistant to the Chief Inspector of Factories.	1	250—50/2—400 ..	300—25—650.
10 Inspectors of Factories, Grade II.	7	250—50/2—400 ..	300—25—650.
11 Inspectors of Plantations ..	5	250—50/2—400 ..	300—25—600.
12 Inspectress of Factories ..	1	250—50/2—400 ..	300—25—650.
13 Inspectors of Factories, Grade I.	6	450—50/2—700 ..	600—30—900.
14 Chief Inspector of Factories.	1	600—75/2—900 ..	800—50—1,100.

NATIONAL EMPLOYMENT SERVICE.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons ..	64	18—1—25 ..	50—1—60.
2 Attenders ..	2	24—1—35 ..	55—1—70.
3 Staff Car Driver ..	1	35—1—45 ..	70—1—80.
4 Typists and Steno-typists ..	28	45—3—60—2—90.	90—4—110—3—140.

LABOUR DEPARTMENT—*cont.*

Serial number and designation.		Number of posts.	Existing scale.	New scale.
			RS.	RS.
NATIONAL EMPLOYMENT SERVICE— <i>cont.</i>				
5 Lower Division Clerks	..	58	45—3—60—2—90.	90—4—110—3—140.
6 Upper Division Clerks	..	29	80—5—110 and 80—5—110—3— 125.	125—5—175.
7 Junior Superintendent	..	1	140—5—190 ..	180—5—200—10— 300.
8 Senior Superintendent	..	1	190—10—240 ..	180—5—200—10— 300.
9 Statistical Assistants	..	4	150—5—200 ..	200—5—240—10— 270.
10 Junior Employment Officers.		4	150—5—200 ..	200—5—240—10— 270.
11 District Employment Officers.		16	250—50/2—400 ..	300—25—600.
12 Assistant Director of Employment.		1	250—50/2—550 ..	300—25—600 plus special pay Rs. 50.
13 Deputy Director of Employment.		1	300—50/2—700 ..	600—30—900.

SOLDIERS', SAILORS' AND AIRMEN'S BOARD.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	12	18—1—25	50—1—60.
2 Attender	1	24—1—35	55—1—70.
3 Typists and Steno-typists ..	9	45—3—60—2—90.	90—4—110—3— 140.
4 Lower Division Clerks ..	14	45—3—60—2—90.	90—4—110—3— 140.
5 Upper Division Clerk, Grade I.	1	80—5—110—3— 125.	125—5—175.
Upper Division Clerks, Grade II.	5	80—5—110 ..	125—5—175.
6 Junior Superintendent ..	1	140—5—190 ..	180—5—200—10— 300.

LOCAL FUND AUDIT DEPARTMENT.

(Chapter XXX.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	100	18—1—25	50—1—60.
2 Attenders	20	24—1—35	55—1—70.
3 Lower Division Clerks ..	44	45—3—60—2—90.	90—4—110—3—140.
4 Typists	22	45—3—60—2—90.	90—4—110—3—140.
5 Audit Clerks	269	80—5—140 ..	125—5—175.
6 Head Clerks	49	140—5—190 ..	200—5—240—10— 270.
7 Technical Assistant	1	150—10—250 ..	225—15—375.
8 District Inspectors	48	200—10—300 ..	250—15—400.

State Services.

9 Assistant Examiners (including the Accounts Officer, State Trading Scheme and the Stock Verification Officer).	7	300—50/2—500 ..	375—25—800.
10 Deputy Examiner	1	300—50/2—600 ..	375—25—800 plus special pay Rs. 50.
11 Examiner	1	800—100/2—1,000.	900—50—1,200.

MEDICAL DEPARTMENT.

(Chapter XXXI.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	433	18-1-25 ..	50-1-60.
2 Duffadars	4	22-1-30 ..	50-1-60 plus Rs. 5 special pay.
3 Attenders	70	24-1-35 ..	55-1-70.
4 Typists	129	45-3-60-2-90.	90-4-110-3-140.
5 Lower Division Clerks ..	483	45-3-60-2-90.	90-4-110-3-140.
6 Telephone Operators ..	9	45-3-60-2-90.	90-4-110-3-140.
7 Upper Division Clerks, Head Clerks, Cashiers, Accountants, Second Assistants, Stewards, Provision Store-keeper, Linen-keeper, Store-keeper, X-Ray Store-keeper.	110	80-5-110 ..	125-5-175.
8 Upper Division Clerks, First Assistant, Stewards, Head Stewards, Head Clerks and Accounts Medical Store- keeper.	62	80-5-110-3- 125.	125-5-175.
9 Managers	4	140-5-190 ..	180-5-200-10- 250 or 180-5-200 -10-300 as the case may warrant.
10 Office Superintendent ..	1	140-5-190 ..	
11 Accountants	4	140-5-190 ..	
12 Superintendents, Grade II ..	17	140-5-190 ..	180-5-200-10- 300.
13 Superintendents, Grade I ..	5	190-10-240 ..	180-5-200-10- 300.
14 Nursing Orderlies, Grade II.	651	19-1-25 ..	50-1-60.
15 Do. Grade I ..	98	24-1-30 ..	55-1-70.
16 Theatre Assistants	2	30-1-50 ..	70-2-100 if qualified, 55-1- 70 if not qualified.
17 Do.	5	35-1-45 ..	
18 Do.	45	35-1-50 ..	
19 Technicians, Grade II ..	23	35-2-55-1-60.	80-2-100.
20 Do. Grade I ..	154	50-5-100 ..	100-5-150.
21 Laboratory Attendants, King Institute, Grade II.	4	30-1-45 ..	80-2-100.
22 Laboratory Attendants, King Institute, Grade I.	2	45-3-60-2-90..	100-5-150.
23 Laboratory Attendants (Medi- cal Institutions).	102	24-1-32- $\frac{1}{2}$ (A) .. -35.	80-2-100.
24 Pharmacists (Compounders)..	688	45-2-85 ..	90-4-110-3-140.
25 Chief Pharmacists (employed in Government Medical Institutions including Medi- cal Colleges).	25	70-5-100 ..	125-5-175.
26 Pharmacists, Government General Hospital, Madras.	2	110-2-140-4- 160.	125-5-175 plus special pay Rs. 25.
27 Maternity Assistants (includ- ing those in the Department of Integrated Medicine).	418	40-3-55-1-70.	80-3-110-2-120.
28 House Keepers, Grade III ..	20	45-1-70 ..	90-3-105-4-125.
29 Do. Grade II ..	3	70-1-90 ..	100-5-150.
30 House Keeper, Grade I ..	1	90-3-120 ..	100-5-150.
31 Radiographers, Grade II ..	3	45-3-60-1-80..	100-5-200.
32 Do. Grade I ..	57	70-5-100..	100-5-200.
33 Chief Radiographers	2	200-12 $\frac{1}{2}$ -300 ..	250-15-400.
34 Dark Room Assistants ..	30	40-3-55-2-75.	90-3-105-4-125.
35 Shift Chargeman	1	100-5-150 ..	125-5-175-10- 225.
36 Physical Directors	4	100-5-140-10- 190.	140-5-180-10- 250.
37 Nuns	8	90 (fixed) ..	No change.

MEDICAL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
38 Artist Photographer, Grade II.	1	40—3—55—2—75..		125—5—175.	
39 Artist Photographers, Grade I.	7	70—5—100 ..		125—5—175.	
40 Health Visitors	27	87—5—150 ..		125—5—200.	
41 Technical Assistants (Analysts Section, King Institute, Guindy).	4	80—3—110 ..		125—5—175.	
42 Artists Draughtsman, Grade III.	..	45—3—60—2—90..		90—3—105—4—125.	
43 Artists Draughtsmen, Grade II.	3	70—3—85—3—100.		125—3—140—5—150.	
44 Do. Grade I.	7	90—3—120..		150—5—200.	
45 Sample Takers, King Institute, Guindy.	6	60—3—90—4—130.		100—5—200.	
46 Weaving Master, Grade II.	..	30—1—40 ..		65—1—70—2—90.	
47 Do. Grade I ..	1	40—2—50 ..		70—2—100.	
48 Assistant Overseers, King Institute, Guindy.	5	45—3—60—2—90.		90—4—110—3—140.	
49 Deputy Overseer, King Institute, Guindy.	1	60—4—100 ..		To be abolished.	
50 Boiler Driver	1	35—1—50 ..		75—1—85.	
51 Pumping Station Driver ..	1	40—2—50 ..		75—1—85.	
52 Refrigerator Driver	1	40—2—50 ..		75—1—85.	
53 Drivers	3	40—2—50 ..		75—1—85.	
54 Engine Drivers, Grade I ..	3	40—2—60 ..		80—2—100.	
55 Hospital Social Workers ..	21	85—5—150 ..		125—5—175.	
56 Social Workers	2	70—3—100 ..		100—5—150.	
57 Do.	4	60—3—120 ..		100—5—150.	
58 Photo Artist	1	90—3—120 ..		125—5—175.	
59 Cinemea Operator	1	80—2—100 ..		125—3—140—5—150.	
60 Fitters	6	30— $\frac{1}{2}$ —35 ..		60—1—75.	
61 Lath Painter	1	30— $\frac{1}{2}$ —35 ..		60—1—75.	
62 Tailors	3	30— $\frac{1}{2}$ —35 ..		60—1—75.	
63 Blacksmiths	2	30—1—35 ..		55—1—70.	
64 Assistant Mechanic	1	30—1—35 ..		55—1—70.	
65 Fitters	5	30—1—35 ..		55—1—70.	
66 Carpenters	15	30—1—35 ..		55—1—70.	
67 Painters	9	30—1—35 ..		55—1—70.	
68 Rattan Weaver	1	30—1—35 ..		55—1—70.	
69 Conductor	1	30—1—40 ..		65—1—70—2—90.	
70 Pharmacists	3	35—3—65—4—85—5—90.		90—4—110—3—140.	
71 X-Ray Technician	1	40—3—55—4—75—5—100.		90—4—110—3—140.	
72 Radiographer (Ex-T.C. State).	1	40—3—55—4—75.		100—5—150.	
73 Head Wireman	1	70—3—100 ..		110—3—140.	
74 Plumber	1	35—1—50 ..		70—2—100.	
75 X-Ray Attendant	1	30—1—40 ..		70—2—100.	
76 Teacher (Mental Hospital) ..	1	45—3—60—2—90.		90—4—110—3—140.	
76-A Physiotherapist (Leprosy Treatment Centre, Tirukoilur).	1	60—2—90—4—130.		100—5—200.	
77 Bunai Instructor (Mental Hospital).	1	60—2—80 ..		90—3—105—4—125.	
78 Driver-cum-Mechanic	1	80—5—120 ..		125—3—140—5—150.	
79 Drivers	11	35—1—45 ..		70—1—80.	
80 Chauffers-cum-Cleaners ..	62	35—1—50 ..		70—1—80.	
81 Chauffers	9	40—1—50 ..		70—1—80.	
82 Overseer, King Institute, Guindy.	1	100—5—150 ..		150—5—200.	
83 Deputy Overseers (Mental Hospital).	5	90—2—100 ..		125—3—140—5—150.	

MEDICAL DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
84 Head Overseer, Mental Hospital.	1	100—5—150	..	150—5—200.	
85 Sergeants in Medical Colleges.	3	50—3—80	.. ..	90—3—105—4—125.	
86 Sergeants in the Government General Hospital.	2	85 (fixed)	.. ..	90—3—105—4—125.	
87 Jamedars	6	40—1—45	.. ..	65—1—70—2—90.	
88 Electricians, Grade II ..	14	35—2—55—1—60.		80—2—100.	
89 Electricians, Grade I ..	2	70—3—100	..	125—3—140—5—150.	
90 Electrical Maistry	1	70—5—115	..	125—3—140—5—150.	
91 Welfare Assistant (Government Mental Hospital, Madras).	1	100—5—150	..	150—2—200.	
92 Gas House Superintendent.	1	60—2—80	.. ..	90—3—105—4—125.	
93 Tutors and Demonstrators (non-medical).	25	80—5—120—10—140.		140—5—180—10—250.	
94 Non-Medical Assistants to Professor of Chemistry.	3	150—5—200—10—250.		225—10—275—15—425.	
95 Laboratory Assistants (non-medical).	9	80—5—180—10—200.		140—5—180—10—250.	
96 Dental Mechanic	1	80—5—120	..	125—3—140—5—150.	
97 Statisticians	3	140—5—190	..	200—5—240—10—270.	
98 Mechanics, Grade II	2	70—5—100	..	110—3—140.	
99 Mechanic, Grade I	1	120—5—150	..	150—5—200.	
100 Laundry Mechanic Charge-men.	3	80—3—110	..	125—3—140—5—150.	
101 Health Inspectors	16	60—3—90—4—130.		100—5—200.	
102 Veterinary Assistant Surgeons.	3	150—5—200—10—300.		225—10—275—15—425.	
103 Demonstrators in Pathology, Bio-Chemistry and Pharmacology.	22	125—10—175	..	300—15—450 (if held by M.B.B.S.).	
104 Demonstrators in Anatomy and Physiology.	35	200—25/2—400	..	300—15—450 (if held by M.B.B.S.).	
105 Audio Metricians	2	50—5—100	..	90—4—110—3—140.	
106 Assistant Drivers	5	30—1—40	.. ..	70—1—80.	
107 Drivers	2	30—1—40	.. ..	70—1—80.	
108 Engine Driver, Grade II ..	1	30—1—50	.. ..	70—1—80.	
109 Engine Drivers	9	35—1—40	.. ..	70—1—80.	
110 Engine Drivers	4	35—1—50	.. ..	75—1—85.	
111 A.C. Engine Drivers	3	35—1—50	.. ..	75—1—85.	
112 Mortuary Van Drivers	2	40—1—50	.. ..	75—1—85.	
113 Ambulance Drivers	38	40—1—50	.. ..	75—1—85.	
114 Ambulance Driver	1	40—1—45	.. ..	75—1—85.	
115 Ambulance Driver	1	45—1—50	.. ..	75—1—85.	
116 Drivers, Grade I	5	40—2—60	.. ..	75—1—85.	
117 Refrigeration Mechanic ..	1	60—2—90	.. ..	90—3—105—4—125.	
118 Refrigeration Mechanic ..	1	70—3—100	..	90—3—105—4—125.	
119 Plumbers	2	35—2—55—1—60.		70—2—100.	
120 Algae Collector	1	40—2—60	.. ..	70—2—100.	
121 Injectors	8	35—1—60	.. ..	70—2—100.	
122 Moulder Technician	1	70—5—100	..	100—5—150.	
123 Blacksmith, Turner and Welder.	3	50—2—60	.. ..	80—2—100.	
124 Kushta Nivaran Sevaks ..	8	45—3—60—2—90.		90—4—110—3—140.	

MEDICAL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
125 Electrician	1	50—2—70	80—3—110.
126 Linen Checker	1	35—2—55—1½—70.	70—2—100.
127 Instrument Mechanic	1	70—3—100	110—3—140.
128 Boiler Mechanic	1	60—2—80	90—3—105—4—125.
129 Binder	1	30—2—50	70—2—100.
130 Top Senior Binder	1	40—2—60—EB—2—70. ..	80—3—110.
131 Assistant Cashier	1	40—2—50—1—65.	70—2—100.
132 Despatch Riders	3	25—1—45	70—1—80.
133 Laundry Supervisor	1	45—3—60—2—90.	90—4—110—3—140.
134 Wiremen	19	30—1—50	70—2—100.
135 Gas Maker	1	30—½—35	55—1—70.
136 Gas Mechanics	3	35—1—50	70—2—100.
137 X-Ray Attendants	27	24—1—35	55—1—70.
138 Optician, Mobile Ophthalmic Units.	..	70—5—100	110—3—140.
139 Montessori Teachers	2	100—5—150	150—5—200.
140 Psychiatric Social Worker	1	100—5—150	140—5—220.
141 Assistant Lay Secretaries	3	140—5—190	180—5—200—10—250.
142 Head Steward, Government General Hospital, Madras.	1	190—10—240	180—5—200—10—300.
143 Assistant Librarians	2	90—5—125—10—175.	140—5—180—10—250.
144 Drug Inspectors	11	125—10—225	Grade II—9 posts (175—10—225—15—375), Grade I—2 posts (300—15—450—25—500).
145 Physiotherapist, Grade I	1	150—5—200 plus special pay Rs. 40.	180—5—200—10—250 plus special pay Rs. 40.
146 Physiotherapists, Grade II	3	85—5—150 plus special pay Rs. 30.	140—5—220 plus special pay Rs. 30.
147 Assistants in Pharmacy	4	150—5—200—10—250.	180—5—200—10—300.
148 Managers, Amritnagar Colony, Tambaram.	4	180—5—200—10—240.	180—5—200—10—300.
149 Psychologist	1	150—5—200—10—250.	225—10—275—15—425.
150 Librarians, King Institute	3	140—5—180—10—250.	180—5—200—10—300.
151 Bacteriology Assistants	2	100—8—140—10—200.	150—5—175—10—275.
152 Carpenter	1	20—½—35	55—1—70.
153 Tailor	1	20—½—35	
154 Weighman	1	22—½—30	
155 Mortuary Attendants	3	24—1—30	
156 Injector	1	24—½—30	
157 Assistant Gas Maker	1	24—½—30	
158 Assistant Gas Mechanics	2	24—1—30	
159 Anti-rabic Clerk	1	24—1—35	
160 Time-keepers	2	24—1—35	
161 Attendants	44	24—1—35	
162 Linen Attendant	1	24—1—35	
163 Telephone Attendants	8	24—1—35	
164 Medical Stores Attendant	1	24—1—35	
165 Steam Laundry Attender	1	24—1—35	
166 I Class Men and Women Attendants.	16	24—1—35	
167 Wiremen	2	24—1—35	

MEDICAL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
168 Dhobies	2	25—1—28 ..	} 50—1—60.
169 Dhobies	4	25—1—35 ..	
170 Garden Maistry	1	25—1—28 ..	
171 Barbers	2	25—1—28 ..	
172 Hammerman	1	25—1—30 ..	
173 Fitter Coolies	2	25—1—30 ..	
174 Tailors	15	} 25—1—35 ..	} 55—1—70.
175 Cooks	351		
176 Butlers	22		
177 Pharmacy Servants	2		
178 Library Assistant	1		
179 Turn-cook-cum-Lascar	1		
180 Cleaners	32		
181 Gasman	1		
182 Lift Helpers	2		
183 Head Cook	1		
184 Nurses Quarters Servant	1		
185 Thotty Maistry	1	} 15—1—20 ..	} 50—1—60.
186 Men Thoties	271		
187 Women Thoties	146		
188 Carpenter Boys	6		
189 Masalchis	11		
190 Kitchen Woman	1		
191 Fitter Coolies	11		
192 Disinfecting Coolies	3		
193 Cleaners	57		
194 Sweepers, Garden Sweepers.	431		
195 Mortuary Sweepers	2		
196 Cook Matties	21		
197 Table Matti Boy or Servants.	20		
198 Dusting Boys	3		
199 Matron Boys	2		
200 Bathmen	3		
201 Latchi and Dhoby Latchis	8		
202 Watchmen	32		
203 Servants	24		
204 Nun-servants	2		
205 Watermen/women	92		
206 Drainage Coolies	6		
207 Toties	684		
208 Cook-cum-Watermen	106		
209 Common Mess Servant	1		
210 Sittu	1		
211 Road Cooly	1		
212 Cooks Matty	1		
213 Women Servants	2		
214 Dispensary Cooly	1		
215 Counter Boy	1		
216 Nurses Quarter—Latchi	1		
217 Matron Servant	1		
218 Ayah	1	16—1—25 ..	} 50—1—60.
219 Assistant Driver	1	16—1—25 ..	
220 Drainage Cleaners	4	} 18—1—25 ..	
221 Mortuary Attendant	1		
222 Refrigerator Cleaner	1		
223 Animal Attendants	13		
224 Farm Driver	1		
225 Farm Gardeners	2		
226 Assistant Dhoby	1		
227 Syces	35		

MEDICAL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.		
		RS.	RS.		
228 Woman Gate Peon	1	}			
229 Lascars	336				
230 Office Attendants	17				
231 Lift Attendants	15				
232 Belt Attendant	1				
233 Night Watchmen	38				
234 Semi-skilled Labourer	1				
235 Gas Stockers	10				
236 Icemen	2				
237 Bearers	20				
238 Gardeners	163				
239 Garden Sweepers	4				
240 Firemen	4				
241 Weighmen	6				
242 Linen Room Attendants	6				
243 Ambulance Attendants-Cleaner Attendants.	7				
244 Ayahs—Women Servants	17				
245 Watchmen, Watchmen-cum-Peons, Watchmen-cum-Gatemen.	64				
				18—1—25	50—1—60.
246 Pumpmen	4				
247 Special Thoties	2				
248 Gate-keepers, Gate Peons	26				
249 Nursing Orderlies-cum-Peons.	104				
250 Lampman	1				
251 Stores Attendants	2				
252 Pharmacy Attendants	3				
253 Electric Cleaner	1				
254 Inferior Servants	44				
255 Laboratory Peons	5				
256 Driver	1				
257 Kitchen Attendants	3				
258 Stretcher Bearers	21				
259 Animal Caretaker	1				
260 Messenger	1				
261 Packer	1				
262 Weighman	1				
263 Watermen	6				
264 Drainage Maistry	1				
265 Stretcher Bearers	4				
266 Non-Medical Attendants	61				
267 Hospital Attendants	61				
268 Lift Attendant	1				
269 Mortuary Van Attendants	5				
270 Vehicle Attendant	1				
271 Mortuary Attenders	3				
272 Men Ward Attendants	5				
273 Women Ward Attendants	3				
274 Peons/Gate Peons	7				
275 Linen Attendant	1				
276 Men Attendants, II Class	163				
277 Women Attendants, II Class.	67				
278 Office Attendant	1				
279 Farm Maistry	1				
280 Garden Maistris	2				
281 Head Dhoby and Dhobies	206				
282 Ambulance Attendants	19				
283 Barbers	36				
284 Brick Layers	2				
285 Maistry Assistants	5				
286 Hostel Maistry	1				
287 Mechanic Disinfector	1				
288 Purveyor	1				
289 Mason	1				
290 Mechanic	1				
		20—1—30	50—1—60.		

MEDICAL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
<i>Posts on fixed rates of pay.</i>					
291 Part-time Servants	4	7.50	} No change.
292 Part-time Thotty	1	20	..	..
293 Sevaks to Assistant Surgeon.	5	14	..	..
294 Waterman-cum-Sweeper ..	1	15	..	..
295 Garden Worker	1	15	..	..
296 Kitchen Workers	3	15	..	..
297 Women Sweepers	6	18	..	..
298 Pupil Maternity Assistants ..	62	18	..	..
299 Tailor Coolie	1	18	..	..
300 Pump Coolie	1	18.50	..	..
301 Surveyor	1	20	..	..
302 House-Keeper	1	23	..	..
303 Head Cook	1	25	..	..
304 Thoties-cum-Watchmen ..	2	30	..	..
305 Sweepers Night Watchmen ..	2	30	..	..
306 Mazdoors	2	45	..	..
307 Lady House-Keeper	1	46	..	..
308 Part-time Dentists	2	50	..	..
309 House Surveyors	59	60 (Fixed)	..	..
310 Nuns	4	70	..	..
311 Part-time Dentist	1	100	..	..
312 Part-time Demonstrators ..	6	100	..	..
313 Part-time Lecturers-Dentists.	3	150	..	..

Medical Branch.

314 Assistant Dental Surgeons in the Headquarters Hospitals.	6	200—25/2—400	..	300—15—450—25—575.
315 Assistant Surgeons (General Line).	846	200—25/2—400	..	300—15—450—25—575.
316 Selection Category Assistant Surgeons.	21	350—50/2—500	..	450—25—650.
317 Dieticians in Major Hospitals.	3	200—25/2—400	..	250—15—400—25—500.
318 Personal Assistant to the Assistant Director of Medical Services (Employees' State Insurance).	1	200—25/2—400	..	300—15—450—25—575.
319 State Family Planning Officer.	1	400—25/2—500	..	450—25—650.
320 Superintendent, Tiruvatteeswaran Hospital, Ottery.	1	400—50/2—700	..	600—40—800—50—900.
321 District Medical Officers and Civil Surgeons.	89	450—75/2—750	..	600—40—800—50—900.
322 Assistant Directors of Medical Services (one for E.S.I. and another for I.M.).	2	450—75/2—750	..	600—40—800—50—900 plus special pay Rs. 200.
323 Assistant Director of Medical Services (Medical).	1	600—75/2—900	..	600—40—800—50—900 plus special pay Rs. 200.
324 Directors and Superintendents, Tuberculosis Institutions.	3	500—75/2—800	..	600—40—800—50—900 plus special pay Rs. 50.
325 Director of Medical Services.	1	1,500—150/2—1,800.	1,500—50—1,800.	

Teaching Branch.

326 Clinical Tutors and Assistants.	76	200—25/2—400 plus Rs. 50 for restriction of private practice plus Rs. 30 teaching special pay.	300—15—450—25—575 plus Rs. 80 as at present.
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MEDICAL DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
Teaching Branch—cont.			
327 Non-clinical Tutors and Assistants.	76	350—50/2—700 plus non-practising allowance of Rs. 100.	375—25—800 plus a non-practising allowance of Rs. 100.
328 Clinical Lecturers including Dental Surgeons.	19	310—30/2—400—40/2—480.	300—15—450—25—575 plus Rs. 80 as at present.
329 Non-clinical Lecturer ..	1	350—50/2—700 plus non-practising allowance of Rs. 100.	375—25—800 plus non-practising allowance of Rs. 100.
330 Clinical Professors (including Dental Surgeons).	31	500—75/2—800 ..	600—40—800—50—900 plus Rs. 75 special pay.
331 Non-clinical Professors ..	22	700—100/2—1,100 plus non-practising allowance of Rs. 250.	700—50—1,100 plus non-practising allowance of Rs. 250.
332 Non-Medical Serologist ..	1	200—25/2—400 ..	250—15—400—25—500.
333 Non-Medical Assistant to the Professor of Pharmacology.	1	200—25/2—400 ..	250—15—400—25—500.
334 Assistant Readers in Pharmaceutics, Pharmacognosy and Dental Surgery.	4	200—25/2—400 ..	300—15—450—25—575.
335 Reader in Pharmaceutical Chemistry and Pharmaceutics, Madras.	1	600—75/2—900 ..	700—50—1,100.
336 Lecturers (Education Department).	3	230—500 .. .	350—25—650.
337 Lecturer in Bio-Physics and Chemistry.	1	200—10—300 ..	Post not filled up. Rules not framed. Hence no recommendations are made.
338 Physiotherapy Instructor ..	1	200—25/2—250 ..	Same scale as Nursing Tutor, Grade I.
339 Assistant Professors and Tutors.	3	250—30/2—340—40/2—580.	Same scale as for Health Officer for M.B.B.S. men.
340 Deans of the Medical Colleges.	3	900—100/2—1,200.	1,000—50—1,200.
341 Directors of Upgraded Institutions.	5	1,000—100—1,500.	1,100—50—1,400.
342 Health Officer, South Arcot district.	1	160—20/2—280 ..	450—25—800.
343 Assistant Professor of Hygiene.	1	250—25/2—450—50/2—600.	450—25—800.
344 Professors of Hygiene ..	2	600—100/2—1,000 plus Rs. 50 special pay.	800—50—1,100 plus Rs. 75 special pay.
345 Non-Medical Lecturer in Organic Chemistry.	1	230—30/2—260—40/2—500—50/2—700.	350—25—650.

MEDICAL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
<i>Analytical Branch.</i>			
346 Junior Water Analysts ..	7	100—8—140—10— 200 (for person with B.Sc. qualification), Rs. 120—8—160—10—240 (for persons with higher qualification).	150—5—175—10— 225—15—300.
347 Junior Assistants to Government Analyst.	12	100—8—140—10— 200 (for person with B.Sc. qualification), Rs. 120—8—160—10—240 (for persons with higher qualification).	150—5—175—10— 225—15—300.
348 Junior Chemical Assistants ..	4	100—8—140—10— 200 (for person with B.Sc. qualification), Rs. 120—8—160—10—240 (for persons with higher qualification).	150—5—175—10— 225—15—300.
349 Senior Chemical Assistants ..	2	200—25/2—400 ..	300—15—450—25— 575.
350 Assistant Analysts (Water Bacteriology and Chemistry).	5	200—25/2—400 ..	300—15—450—25— 575.
351 Senior Assistants to Government Analyst, King Institute.	6	200—25/2—400 ..	300—15—450—25— 575.
352 Bio-Chemist in Anti-toxin Department.	1	220—30/2—340— 40/2—580.	300—25—700.
353 Bio-Chemist in the Upgraded institutions.	1	220—30/2—340— 40/2—580.	300—25—700.
354 Chief Water Analyst ..	1	420—40/2—580 ..	500—25—800.
355 Deputy Government Analyst.	1	400—25/2—500 ..	500—25—800.
356 Government Analyst ..	1	600—75/2—900 ..	700—50—1,100.
357 Government Analyst Assistant (Drugs).	1	600—75/2—900 ..	700—50—1,100.
358 Assistant Directors, King Institute.	4	600—75/2—900 ..	700—50—1,100 plus Rs. 150 special pay.
359 Director, King Institute ..	1	625—1,150 ..	700—50—1,100 plus Rs. 250 special pay.
<i>Chemical Examiners' Branch.</i>			
360 Sub-Assistants to the Chemical Examiner.	2	100—8—140—10— —200.	150—5—175—10— 225—15—300 plus two advance increments for P.G. qualification.
361 Junior Assistants to the Chemical Examiner, Senior Assistants to the Chemical Examiner and Research Assistants to Chemical Examiner.	5	200—25/2—400 ..	300—15—450—25— 575.
362 First Physicist	1	200—25/2—300— 50/2—400 plus Rs. 100.	300—15—450—25— 575 plus Rs. 100.
363 Second Physicist	1	175—25/2—300 plus Rs. 50.	225—15—375 plus Rs. 50.
364 Chemical Examiner	1	600—75/2—900 ..	700—50—1,100 plus special pay as at present.

MEDICAL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
Nursing Branch.					
365 Nurses (Men and Women) ..	1,333	85—5—150	..	140—5—220.	
366 Head Nurses	152	150—5—200	..	200—5—240—10—270.	
367 Nursing Tutors, Grade II ..	22	165—10/2—175—15/2—205.	..	225—10—275—15—350.	
368 Nursing Tutors, Grade I ..	2	200—25/2—250	..	225—10—275—15—350 plus Rs. 25 special pay.	
369 Nursing Superintendents, Grade III.	20	165—10/2—175—15/2—205.	..	225—10—275—15—350.	
370 Nursing Superintendents, Grade II.	7	200—25/2—250	..	300—15—450.	
371 Nursing Superintendents, Grade I.	4	275—25/2—325	..	300—15—450.	
Administrative Branch.					
372 Lay Secretaries, Grade II ..	16	200—25/2—300	..	250—15—400.	
373 Lay Secretaries, Grade I ..	3	300—25/2—450	..	375—25—525.	
374 Manager	1	275—25/2—350	..	300—15—450.	
375 Gazetted Assistant (P & D).	1	250—25/2—350	..	300—15—450.	
376 Gazetted Assistant (E.S.I.)	1	300—25/2—450	..	375—25—525.	
377 Assistant to the Director of Medical Services (Administration).	1	400—50/2—500—75/2—650.	..	375—25—800.	
378 Assistant Electrical Engineer.	1	260—30/2—380—40/2—500.	..	350—25—650.	
379 Junior Accounts Officer ..	1	200—40/2—400 plus Rs. 50 special pay.	..	300—25—600	
380 Assistant to the Director of Medical Services (Accounts).	1	500—850 (if held by an Assistant Accounts Officer) 475—700 plus a special pay of Rs. 200 if held by an Assistant Secretary to Government, Finance Department.	..	375—25—800.	
College and Hospital of Integrated Medicine.					
381 Demonstrators .. .. .	..	70—5—100	..	100—5—150.	
382 Tutors	6	75—10/2—125	..	125—5—175.	
383 Pandits (Ayurveda, Siddha and Unani).	3	85—5—125—10—175.	..	140—5—180—10—250.	
384 Assistant Lecturers .. .. .	..	100—5—200	..	150—5—175—10—225—15—300.	
385 Assistant Lecturer (Organic Chemistry).	1	150—5—200—10—250.	..	225—10—275—15—425.	
386 Lecturers, Grade II	14	150—25/2—250	..	225—15—375.	
387 Lecturers, Grade I	10	250—30/2—400	..	300—15—450—25—575.	
388 Research Assistants .. .. .	..	250 (fixed)	..	300.	
389 Vice-Principal	1	350—50/2—650	..	375—25—800.	
390 Research Officers	3	500 (fixed)	..	575.	
General.					
391 Pharmacy Attendants	3	18—1—25	..	50—1—60.	
392 Laboratory Attendants, Grade II.	..	18—1—25	..	50—1—60.	
393 Laboratory Attendants, Grade I.	3	25—1—40	..	55—1—70.	
394 Masseuse .. .. .	...	25—1—40	..	55—1—70.	

MEDICAL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
<i>General—cont.</i>			
395 Pharmacists (I.M.)	10	40—1—55	70—2—100.
396 Pharmacists	2	45—2—55—1—75.	80—3—110.
397 Compounders (Government Ayurvedic Dispensary, Pudukkottai).	..	35—1—50	70—2—100.
398 Pharmacy Supervisor ..	3	40—2—60—1—65.	80—3—110.
399 Artist Draughtsman .. ..	..	70—5—100	125—3—140—5—150.
400 Medical Officer, Government Ayurvedic Dispensary, Pudukkottai.	1	100—5—200	150—5—175—10—225—15—300.
401 Assistant Herbarium Superintendent.		(Since abolished.)	
402 Superintendent, Medicinal Farm.	1	250—30/2—400	300—15—450—25—575.

PUBLIC HEALTH DEPARTMENT.

(Chapter XXXII.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	276	18—1—25	50—1—60.
2 Attenders	8	24—1—35	55—1—70.
3 Lower Division Clerks ..	89	45—3—60—2—90.	90—4—110—3—140.
4 Typists including Steno- typists.	63	45—3—60—2—90.	90—4—110—3—140.
Upper Division Clerks ..	52	80—5—110 ..	125—5—175.
5 Accountants	13	140—5—190 ..	180—5—200—10—250.
6			
7 Junior Superintendents ..	12	140—5—190 ..	180—5—200—10—300.
8 Senior Superintendents ..	4	190—10—240 ..	180—5—200—10—300.
9 Ayahs	624	12—1—16	50—1—60.
10 Maistries (R.M.S.)	8	20—1—30	55—1—70.
11 Laboratory Attendants (Nutrition).	2	24—1—32— $\frac{1}{2}$ —35.	55—1—70.
12 Trained Attenders (Re- search).	2	25—2—45	55—1—60—2—80.
13 Field Assistants	144	25—2—45	55—1—60—2—80.
14 Field Assistants (Travancore- Cochin).	6	40—3—55—4—75—5—100.	55—1—60—2—80.
15 Fitter (Health Unit)	2	30—1—45	55—1—60—2—80.
16 Laboratory Attender (Re- search).	1	35—2—55	70—2—100.
17 Laboratory Attender (Plague).	1	35—2—55	70—2—100.
18 Laboratory Assistants (Nutri- tion).	3	35—2—55	70—2—100.
19 Laboratory Assistants (Malaria).	44	40—2—60	70—2—100.
20 Drivers	41	35—1—45	70—1—80.
21 Driver	1	40—1—50	75—1—85.
22 Drivers (Heavy Vehicles) ..	4	45—1—55	75—1—85.
23 Maternity Assistants	734	40—3—55—1—70.	80—3—110—2—120.
24 Health Assistants	30	45—2—55—1—75.	90—3—105—4—125.
25 Health Assistants (Travancore- Cochin).	33	40—3—55—4—75—5—120.	90—3—105—4—125.

PUBLIC HEALTH DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale. RS.	New scale. RS.
26 Sanitary Inspectors (Travancore-Cochin).	9	40—3—55—4—75— 5—120.	90—3—105—4— 125.
27 Driver Mechanic	1	45—3—75	80—3—110.
28 Technician, (M.L.)	1	45—3—75	80—3—110.
29 Technician, Nutrition	1	50—5—100	90—4—110—3— 140.
30 Health Inspectors	693	60—3—90—4—130.	100—5—200.
31 Health Inspectors (Selection Grade).	50	140—5—190	200—10—300.
32 Draughtsman	1	70—2—90—3—120.	120—3—150—5— 175.
33 Health Visitors (Backward Area Scheme and Health Unit, Poonamallee).	23	70—3—130	125—5—200.
34 Health Visitors (Other Schemes).	110	85—5—150	125—5—200.
35 Technician	1	80—2—100	125—3—140—5— 150.
36 Cinema Operators	4	80—2—100	125—3—140—5— 150.
37 Artist, Orientation Training Centre.	1	80—3—95—5—110.	125—3—140—5— 150.
38 Artist and Photographer ..	1	90—3—120	125—3—140—5— 150.
39 Librarian	1	90—5—125—10— 175.	140—5—180—10— 250.
40 Entomological Assistants ..	46	100—10—180	150—5—175—10— 225—15—300 with two advance incre- ments for Honours Graduates.
41 Chemical Assistant	1	100—8—140—10— 200.	150—5—175—10— 225—15—300.
42 Statistical Assistants	2	140—5—190	180—5—200—10— 250.
43 Woman Medical Officer, Orientation Training Centre.	1	250—15—400	300—15—450—25— 575.
44 Resident Matron	1	165—10/2—175— 15/2—205.	225—10—275—15— 350.
45 Public Health Nurses	3	165—10/2—175— 15/2—205.	225—10—275—15— 350.
<i>State Service.</i>			
46 Health Officers	108	160—20/2—200— 25/2—450—50/2 —600 (Medical Graduates to start on Rs. 250).	450—25—800.
47 Supervisory Unit Officers in the grade of Health Officers.	8	160—20/2—200— 25/2—450—50/2 —600 (Medical Graduates to start on Rs. 250).	450—25—800.
48 Medical Officers, School Milk Feeding Programme.	3	200—25/2—400	300—15—450—25— 575.
49 Medical Officer (M. & C.H.), Grade I, Health Unit, Poonamallee.	1	200—25/2—400 with Compensatory Allowance of Rs. 50.	300—15—450—25— 575.
50 Medical Officer (M. & C.H.), Grade I, Government Training School for Health Visitors.	1	200—25/2—400 with Compensatory Allowance of Rs. 50.	300—15—450—25— 575.
51 Publicity Officers (B.C.G.) ..	2	200—25/2—400	250—15—400—25— 500.

PUBLIC HEALTH DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
State Service—cont.			
52 Statistician	1	230—30/2—380— 40/2—500.	300—15—450—25— 575.
53 Research Aide, Research-cum-Action Project.	1	230—30/2—380— 40/2—500.	300—15—450—25— 575.
54 Senior Entomologist and Unit Officers.	22	250—25/2—400 ..	300—15—450—25— 500.
55 Chief Entomologist	1	300—50/2—700 ..	375—25—800.
56 Non-Technical Gazetted Assistant.	1	250—25/2—400 ..	300—15—450—25— 500.
57 Manager, Office of the Director of Public Health.	1	275—25/2—350 ..	300—15—450.
58 Malaria Engineer, Office of the Director of Public Health.	1	260—30/2—380— 40/2—500.	350—25—650.
59 Public Health Assistant Engineer, Orientation Training Centre.	1	260—30/2—380— 40/2—500.	350—25—650.
60 Assistant Directors of Public Health.	8	600—100/2—1,000.	800—50—1,100.
61 Special Supervisory Unit Officers in the grade of Assistant Director of Public Health.	2	600—100/2—1,000.	800—50—1,100.
62 Research Analyst, Research-cum-Action Project.	1	600—100/2—1,000.	700—50—1,100.
63 Officer in charge of Orientation Training Centre.	1	800—100/2—1,100.	800—50—1,100 plus Rs. 100 special pay.
64 State Malaria Officer	1	900—75—1,200 ..	800—50—1,100 plus Rs. 100 special pay.
65 Director of Public Health ..	1	1,300—100/2—1,500.	1,400—50—1,600.

PUBLIC WORKS DEPARTMENT (INCLUDING HIGHWAYS).

(Chapter XXXIII.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
Non-Gazetted.			
1 Peons	1,838	18—1—25	50—1—60.
2 Duffadars	2	22—1—30	50—1—60 plus Rs. 5 special pay.
3 Attenders	284	24—1—30	55—1—70.
4 Copyist	1	24—1—35	55—1—70.
5 Typists and Steno-typists ..	190	45—3—60—2—90.	90—4—110—3—140.
6 Lower Division Clerks ..	1,008	45—3—60—2—90.	90—4—110—3—140.
7 Store-keepers	4	45—3—60—2—90.	90—4—110—3—140.
8 Upper Division Clerks ..	758	80—125	125—5—175
9 Circle Office Head Clerks ..	30	140—5—190 ..	180—5—200—10—250.
Store-keepers, Grade I ..			
10 Junior Superintendents ..	9	140—5—190 ..	180—5—200—10—300.
Senior Superintendents ..			
11 Audit Superintendents (Highways).	2	190—10—240—EB—15—300.	250—15—400.
12 Divisional Accountants ..	29	110—5—150—10—240—15—300.	150—10—250—15—400.

PUBLIC WORKS DEPARTMENT (INCLUDING HIGHWAYS)—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
Non-Gazetted—cont.			
13 Divisional Accountants (Public Works).	27	130—10—250— E.B.—15—355.	(Accountant-General's Office, scale.)
14 Circle Office Managers ..	11	170—10—220 ..	250—10—300.
15 Cleaner	1	15—1—25 ..	50—1—60.
16 Boring Mechanic	1	45—3—60—2—90.	90—3—105—4—125.
17 Laboratory Assistants ..	8	45—3—60—2—90.	90—3—105—4—125.
18 Time-keeper, Public Works Workshops.	1	45—3—60—2—90.	90—3—105—4—125.
19 Turn Cock	1	17— 1 —25 ..	50—1—60.
20 Assistant Mechanic	1	40—3—70 ..	80—3—110.
21 Mechanic and Filter Operator.	1	80—2—100 ..	125—3—140—5—150.
22 Technical Assistant	1	60—3—120 ..	(Not in existence.)
23 Sluice Superintendent, Thekkady.	1	90—3—120 ..	125—3—140—5—150.
24 Assistant Dam Superintendent.	1	150—10—200 ..	200—5—240—10—270.
25 Dam Superintendent, Periyar.	1	150—10—250 ..	200—10—300.
26 Assistant Stock Verifier ..	1	100—5—150—10—250.	150—5—175—10—225—15—375.
27 Science Assistants	3	100—5—150—10—250.	150—5—175—10—225—15—375.
28 Laboratory Assistant ..	1	100—5—150—10—250.	150—5—175—10—225—15—375.
29 Junior Research Assistants ..	9	150—10—250 ..	225—15—375.
30 Senior Laboratory Assistant.	1	150—5—200—10—250.	225—15—375.
31 Chemistry Assistant	1	150—5—200—10—250.	225—15—375.
32 Mathematics Assistant ..	1	150—5—200—10—250.	150—5—175—10—225—15—375.
33 Senior Research Assistant ..	1	240—10—250 ..	225—15—375.
34 Laboratory Assistants, Grade II.	2	24—1—35 ..	55—1—70.
35 Laboratory Assistants, Grade I.	2	40—2—50 ..	70—2—100.
36 Laboratory Attender	1	25—1—40 ..	55—1—70.
37 Laboratory Attender	1	25—1—35 ..	55—1—70.
38 Land Rover Drivers	26	30—1—45 ..	70—1—80.
39 Bill Collector	1	30—2—50—1—55.	70—2—100.
40 Carpenter	1	40—1—50 ..	70—2—100.
41 Mechanic	1	40—2—50 ..	70—2—100.
42 Care-taker, Ootacamund ..	1	40—2—50—1—65.	80—3—110.
43 Maistry	1	40—2—50—1—65.	80—3—110.
44 Dam Superintendents ..	2	40—120 ..	90—4—110—3—140.
45 Surveyor	1	50—1—60 ..	90—3—105—4—125.
46 Foreman, Marina Gardens ..	1	50—3—80 ..	90—3—105—4—125.
47 Mechanic	1	50—3—80 ..	90—3—105—4—125.
48 Clerk-Draughtsman	1	55—2—75—3—105.	100—5—150.
49 Conservancy Superintendent.	1	60—3—90 ..	90—4—110—3—140.
50 Electrician	1	60—3—90 ..	90—3—105—4—125.
51 Filter Mechanics	3	70—3—100 ..	110—3—140.
52 Soil Field Assistant	1	70—2—90—3—120.	120—3—150—5—175.

PUBLIC WORKS DEPARTMENT (INCLUDING HIGHWAYS)—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.
		RS.		RS.
Non-Gazetted—cont.				
53 Superintendent, Marina Gardens.	1	80—5—120	..	125—5—175.
54 Artisan	1	90—3—105—5—120.	..	125—3—140—5—150.
55 Soil Research Assistant ..	1	90—5—180	..	150—5—175—10—225.
56 Assistant Stock Verifiers ..	2	100—5—150	..	125—5—175.
57 Irrigation Conservancy Subordinates and Telephone Gumasthas, Grade II.	185	24—1—30 ..	..	70—2—100.
58 Irrigation Conservancy Subordinates and Telephone Gumasthas, Grade I.	81	30—1—50 ..	..	70—2—100.
59 Lock and Wharf Superintendents.	14	30—1—50 ..	..	70—2—100.
60 Blue Print Operators, Grade II.	11	20—1—30 ..	..	55—1—70.
61 Blue Print Operator, Grade I.	1	25—1—40 ..	..	55—1—70.
62 Tracers	174	35—1—55 ..	..	70—2—100.
63 Building Maistries, Grade III.	12	35—1—55 ..	..	70—2—100.
64 Building Maistries, Grade II.	7	40—2—50—1—65.	..	70—2—100.
65 Building Maistries, Grade I ..	4	70—2—90—3—120.	..	120—3—150—5—175.
66 Road Inspectors, Grade II ..	1,606	35—1—45 ..	..	70—1—80.
67 Road Inspectors, Grade I ..	342	45—2—65 ..	..	80—2—100.
68 Store-keepers, Grade III ..	19	60—4—100	..	90—4—110—3—140 plus special pay of Rs. 10.
69 Store-keepers, Grade II ..	5	100—5—150	..	125—5—175 plus a special pay of Rs. 10.
70 Store-keeper, Grade I ..	1	150—10—250	..	180—5—200—10—300 plus a special pay of Rs. 15.
71 Overseers	75	70—2—90—3—120.	..	120—3—150—5—175.
72 Draughtsmen, Grade III ..	445	70—2—90—3—120.	..	120—3—150—5—175.
73 Draughtsmen, Grade II ..	117	120—5—150	..	175—10—225.
74 Draughtsmen, Grade I ..	27	150—5—180	..	225—15—300.
75 Head Draughtsmen	7	200—10—250	..	300—15—375.
76 Architectural Draughtsman (Junior).	1	150—5—200—10—250.	..	225—15—375.
77 Architectural Draughtsmen (Senior).	2	250—10—310—15—400.	..	350—25—650.
78 Personal Assistant to the Consulting Architect.	1	250—10—300	..	300—15—450.
79 Radio Supervisors	63	80—5—200	..	125—5—150—10—300.
80 Supervisors	571	100—250 ..	..	150—5—175—10—225—15—375.
81 Junior Engineers	1,143	150—10—250	..	225—15—375.
State Service.				
82 Chief Head Draughtsmen ..	3	200—25/2—300	..	300—15—450.
83 Physics and Soil Mechanics Officer.	1	260—40/2—500—50/2—700.	..	375—25—800.
84 Assistant Radio Engineers ..	4	230—30/2—380—40/2—420.	..	300—15—450—25—500.

PUBLIC WORKS DEPARTMENT (INCLUDING HIGHWAYS)—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
State Service—cont.			
85 Assistant Engineers (Administrative and Executive). Assistant Engineers (Technical Research and Electrical).	467	260—30/2—380— 40/2—500.	350—25—650.
86 Mechanical Expert	1	250—30/2—520— 40/2—600.	350—25—650.
87 Assistant Consulting Architects.	2	260—30/2—380— 40/2—500—50/2— 600.	350—25—800.
88 Inspectors of Boilers ..	4	280—30/2—520— 40/2—600—50/2— 700.	375—25—800.
89 Chief Inspector of Boilers ..	1	600—75/2—900 ..	800—50—1,100.
90 Executive Engineers (including Electrical Engineer).	98	500—50/2—850 ..	600—40—1,000.
91 Radio Engineer	1	500—50/2—850 ..	600—30—900.
92 Executive Engineers (Selection Grade).	8	800—100/2—1,000.	900—50—1,100.
93 Consulting Architect ..	1	700—100/2—1,000.	1,100—50—1,300.
94 Superintending Engineers ..	14	1,000—100/2—1,200.	1,100—50—1,300.
95 Sanitary Engineer	1	1,100—50/2—1,300.	1,100—50—1,300.
96 Chief Engineers	3	1,500—150/2—1,800.	1,500—50—1,800.
97 Administration Assistant ..	1	275—25/2—350 ..	300—15—450—25— 575.
98 Administration Assistant and Non-Technical Personal Assistants.	3	350—30/2—410 ..	300—15—450—25— 575.
99 Accounts Officer	1	500—35—850 ..	No scale proposed as he is drawn from the Accountant-General's office.
100 Municipal Engineers, Grade I.	5	500—50/2—850 ..	600—40—1,000.
101 Municipal Engineers, Grade II.	13	260—500 ..	350—25—650.
102 Municipal Engineers, Grade III.	27	150—10—250 ..	225—15—375.

WORK-CHARGED ESTABLISHMENTS.

1 Photostat Operator	1	100 (Fixed) ..	} To be regulated with reference to recommendations in the Chapter on "Work-charged Establishments."
2 Assistant Photostat Operator.	1	45 (Fixed) ..	
3 Gardeners, Workmen ..	76	15— $\frac{1}{2}$ —25 ..	} 50—1—60.
4 Steer-men	2	18—1—25 ..	
5 Boatmen	6	18—1—25 ..	
6 Garden Maistries, Jamedars.	8	18— $\frac{1}{2}$ —26 ..	} 55—1—70.
7 Maistries, Grade II	11	21—1—35 ..	
8 Channel Superintendents ..	14	24—1—30 ..	
9 Maistries, Grade II	66	25—1—35 ..	} 65—1—70—2—90.
10 Fitters	110	29—1—50 ..	
11 Engine Drivers	2	30—2—40 ..	} 70—1—80.
12 Maistries, Grade I	24	30—1—45 ..	
13 Do.	7	35—1—45 ..	
14 Butlers	4	30—3—45 ..	} 65—1—70—2—90.
15 Painters	12	30—2—50 ..	
16 Mixer Drivers	2	35—3—50 ..	
17 Tools keepers	5	35—3—50 ..	} 70—2—90.
18 Carpenters	22	35—3—50 ..	

PUBLIC WORKS DEPARTMENT (INCLUDING HIGHWAYS)—*cont.*

Serial number and designation	Number of posts.	Existing scale.	New scale.
		RS.	RS.
WORK-CHARGED ESTABLISHMENTS— <i>cont.</i>			
19 Van Drivers	10	40—3—55	} 70—1—80 or 75—1 —85 as the case may warrant.
20 Station Wagon Drivers ..	2	45—2—55	
21 Tractor Drivers	28	40—5—70	} 80—3—110.
22 Dumper Drivers	4	40—5—70	
23 Crane Drivers	4	50—2—70	
24 Road Roller Drivers	15	50—5—75	} 80—2—100.
25 Dam Assistants	2	50—1—60—2—70.	
26 Head Wiremen	17	70—3—100	} 110—3—140.
27 Launch Drivers	3	70—3—100	

MINOR IRRIGATION BRANCH.

(Chapter XXXIV.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Lascars	124	18—1—25 ..	..	50—1—60.	
2 Maistries	35	24—1—30 ..	..	55—1—70.	
3 Rural Well Sub-Overseers ..	2	40—1—50 ..	..	70—2—100.	
4 Rural Well Mechanics (Borewells).	34	40—2—50 ..	..	70—2—100.	
5 Clerk Draughtsmen	15	55—2—75—3—105.	..	100—5—150.	
6 Minor Irrigation Overseers ..	206	70—2—90—3—120.	..	120—3—150—5— 175.	
7 Supervisors (Borewells) ..	5	100—5—150—10— 250.	..	150—5—175—10— 225—15—375.	
8 Supervisors	22	150—10—250 ..	..	225—15—375.	

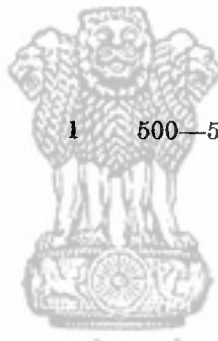
TOWN-PLANNING DEPARTMENT.

(Chapter XXXV.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	22	18—1—25 ..	..	50—1—60.	
2 Attenders	2	24—1—35 ..	..	55—1—70	
3 Typists and Steno-typists ..	7	45—3—60—2—90.	..	90—4—110—3—140.	
4 Lower Division Clerks ..	8	45—3—60—2—90.	..	90—4—110—3—140	
5 Upper Division Clerks and Accountants.	8	80—3—95—5—110.	..	125—5—175.	
6 Junior Superintendents ..	2	140—5—190 ..	..	180—5—200—10— 300.	
7 Blue Printers	4	25—1—40 ..	..	55—1—70.	
8 Tracers	11	35—1—55 ..	..	70—2—100.	
9 Draughtsmen, Grade II ..	11	70—2—90—3—120.	..	120—3—150—5— 175.	
Do. Grade I	4	120—5—150 ..	..	175—10—225	
10 Supervisors	2	100—5—150—10— 250.	..	150—5—175—10— 225—15—375.	
11 Junior Architectural Draughtsmen.	2	150—5—200—10— 250.	..	225—15—375.	
12 Town-Planning Assistant Junior.	1	150—10—250 ..	..	225—15—375.	

TOWN-PLANNING DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
13 Town-Planning Assistant, Senior.	1	180—10—300	..	225—15—375 plus Rs. 25 special pay.	
14 Senior Architectural Draughtsman.	1	180—10—300	..	225—15—375 plus Rs. 25 special pay.	
15 Junior Town-Planning Experts.	2	260—30/2—380—40/2—500—50/2—600.		350—25—800 or Assistant Engineer's scale plus Rs. 50 special pay if integrated with Public Works Department.	
16 Junior Town-Planners	2	260—30/2—380—40/2—500.		350—25—650.	
17 Town-Planner	1	420—30/2—600—50/2—700.		600—30—900 during the transition stage and Assistant Engineer's scale plus special pay of Rs. 50 if integrated with Public Works Department.	
18 Joint Director of Town-Planning.	1	500—50/2—850	..	600—40—1,000 plus special pay of Rs. 100.	



TECHNICAL EDUCATION DEPARTMENT.

(Chapter XXXVI.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	111	18—1—25	..	50—1—60.	
2 Attenders	7	24—1—35	..	55—1—70.	
3 Typists and Steno-typists	24	45—3—60—2—90.		90—4—110—3—140.	
4 Lower Division Clerks	41	45—3—60—2—90.		90—4—110—3—140.	
5 Store-keepers	15	45—3—60—2—90.		90—4—110—3—140.	
6 Upper Division Clerks	15	80—5—110..	..	125—5—175.	
		80—3—95—5—125		125—5—175.	
		80—5—110—3—125.			
7 Accountant	1	80—5—110—3—125.		125—5—175.	
8 Managers	4	140—5—190	..	180—5—200—10—300.	
9 Junior Superintendents	4	140—5—190	..	180—5—200—10—300.	
10 Senior Superintendent	1	190—10—240	..	180—5—200—10—300.	
11 Drivers	5	40—1—50	..	75—1—85.	
12 Male Nursing Orderlies	2	18—1—25	..	50—1—60.	
13 Pharmacists	2	45—2—85	..	90—4—110—3—140.	
14 Medical Officer	1	200—25/2—400	..	300—15—450—25—575.	
15 Draughtsmen	6	70—2—90—3—120.		120—3—150—5—175.	
16 Sergeants	2	50—3—80	..	70—2—100.	

TECHNICAL EDUCATION DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
17 Librarians and Assistant Librarians.	4	45—3—60—2—90.	90—4—110—3—140.
18 Tutor in English	1	80—5—125—10—175.	140—5—180—10—250.
19 Demonstrators	9	80—5—120—10—140.	140—5—180—10—250.
20 Physical Training Instructor.	1	45—2—75	90—4—110—3—140.
21 Physical Directors	5	100—5—140—10—190.	140—5—180—10—250.
22 Assistant Lecturers (Arts) ..	15	150—5—200—10—250.	225—10—275—15—425.

TEACHING STAFF IN ENGINEERING COLLEGES.

23 Assistant Lecturers	48	180—10—280 ..	275—15—425.
24 Laboratory Assistants	29	180—10—280 ..	275—15—425.
25 Junior Lecturers	5	260—40/2—420 ..	350—25—850.
26 Lecturers	25	260—40/2—500—50/2—700.	350—25—850.
27 Lecturers in Arts	4	230—30/2—260—40/2—500.	350—25—650.
28 Senior Lecturer (Arts) ..	1	500—50/2—800 ..	600—30—900.
29 Professors	14	600—75/2—900 ..	600—40—1,000—50—1,100 for Associate Professors. 1,100—50—1,300 for Professors of Post-Graduate Courses.
30 Principals	2	1,000—75/2—1,225.	1,100—50—1,300 plus a special pay of Rs. 200 for those in charge of Colleges conducting Post-Graduate Courses and Rs. 150 for those in charge of other Engineering Colleges.

TEACHING STAFF IN POLYTECHNICS AND INSTITUTES OF LEATHER AND PRINTING TECHNOLOGY.

31 Instructors	24	100—5—150 ..	175—10—275.
32 Demonstrators	58	100—5—150 ..	175—10—275.
33 Assistant Lecturers	60	120—5—180 ..	225—15—375.
34 Lecturers (Engineering Polytechnic).	28	180—5—200—10—240.	275—15—425.
35 Lecturers in Geology and Mining Survey.	12	180—5—200—10—240.	275—15—425.
36 Lecturers in Mathematics, English, Physics and Chemistry.			
37 Lecturer in Leather Manufacture.	1	180—5—200—10—240.	275—15—425.
38 Lecturers in Printing Technology.	9	180—5—200—10—240.	275—15—425.
39 Lecturer in Chemistry (Leather Technology).	1	180—5—200—10—240.	275—15—425.
40 Lecturers in Fisheries Technology.	2	180—5—200—10—240.	275—15—425.
41 Junior Chemists (Leather Technology).	2	180—5—200—10—240.	275—15—425.

TECHNICAL EDUCATION DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
TEACHING STAFF IN POLYTECHNICS AND INSTITUTES OF LEATHER AND PRINTING TECHNOLOGY— <i>cont.</i>			
42 Designer in Footwear and Leather Goods Manufac- ture.	1	180—5—200—10— 240.	275—15—425.
43 Chemist and Technologist ..	1	180—5—200—10— 240.	275—15—425.
44 Glue Chemist	1	180—5—200—10— 240.	275—15—425.
45 Workshop Instructors (Poly- technics).	7	90—3—120 ..	120—3—150—5— 175.
46 Demonstrators in Chemistry.	2	90—5—180 ..	140—5—180—10— 250.
47 Assistant Lecturer for Sand- wich Course.	1	90—5—180 ..	175—10—225—15— 375.
48 Heads of Sections and Senior Lecturers (Central Poly- technic).	23	230—30/2—410 ..	350—25—650.
49 Workshop Engineer	1	230—30/2—410 ..	350—25—650.
50 Special Officer for Out-door Films in Central Polytech- nic.	1	230—30/2—410 ..	350—25—650.
51 Personal Assistant to the Principal, Central Poly- technic.	1	230—30/2—410 ..	300—15—450—25— 500.
52 Superintendent in Training (Sandwich Course).	1	230—30/2—410 ..	350—25—650.
53 Tanning Assistant	1	230—30/2—410 ..	350—25—650.
54 Footwear Assistant	1	230—30/2—410 ..	350—25—650.
55 Workshop Superintendent (Central Polytechnic).	1	260—500	350—25—650.
56 Principals (Polytechnics) ..	3	420—30/2—600— 50/2—700.	600—40—1,000.
57 Principals (Leather and Printing).	2	420—30/2—600— 50/2—700.	600—30—900 or 600—40—1,000 (if higher quali- fications are prescribed).

ADMINISTRATIVE BRANCH.

58 Administrative Assistant ..	1	275—25/2—350	..	300—15—450.	
59 Assistant Director of Technical Education.	1	600—75/2—900	..	600—40—1,000 plus a special pay of Rs. 50.	
60 Deputy Director of Technical Education.	1	1,000—100/2—1,200	..	1,100—50—1,300 plus a special pay of Rs. 200.	

MISCELLANEOUS POSTS.

61 Cleaners	15	22— $\frac{1}{2}$ —30	..	50—1—60.	
62 Pump House Operators, Stockers, Cleaners, Junior Attenders.	22	22—1—30	..	50—1—60.	
63 Attenders	38	24—1—35	..	55—1—70.	
64 Laboratory Cleaner	1	24—1—35	..	55—1—70.	
65 Boiler Attender	1	24—1—32— $\frac{1}{2}$ —35.	..	55—1—70.	
66 Gasman	1	25—1—40	..	55—1—70.	
67 Attenders	4	30—1—45	..	65—1—70—2—90.	
68 Attenders, Special	3	30—2—50	..	65—1—70—2—90.	
69 Battery Room Attendants ..	2	35—2—55	..	70—2—100.	
70 Armature Winder	1	35—2—55—1—60.	..	70—2—100.	

TECHNICAL EDUCATION DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
MISCELLANEOUS POSTS—cont.			
71 Linemen and Electricians ..	4	35—2—55—1—60.	70—2—100.
72 Instrument Repairers, Grade III.	2	35—2—55—1—60.	80—3—110.
Do. Grade II	3	45—3—60—1—70.	80—3—110.
Do. Grade I	2	60—3—90	90—3—105—4— 125.
73 Fitters	2	40—2—50—1—55.	80—2—100.
74 Fitter Carpenter	1	40—2—50—1—55.	80—2—100.
75 Fitter Turners	2	40—2—50—1—55..	80—2—100.
76 Mechanics	19	40—2—50—1—65.	80—2—100.
77 Maistris	3	40—2—50—1—65.	80—2—100.
78 Engine Drivers	2	40—3—70	80—3—110.
79 Foundry and Blacksmithy Maistris.	2	45—2—55—1—65.	80—3—110.
80 Machine Maistry	1	45—2—55—1—70..	80—3—110.
81 Foreman Carpenters	2	45—3—60—2—70..	80—3—110.
82 Foreman Fitters	2	45—3—60—2—70.	80—3—110.
83 Maistry, Special	1	60—3—75—2—85.	90—4—110—3— 140.
84 Boiler Attender	1	60—3—90	90—4—110—3— 140.
85 Assistant Plant Operator ..	1	60—3—90—5—100.	90—4—110—3— 140.
86 Workshop Instructor	1	70—2—90—3—120.	120—3—150—5— 175.
87 Telegraph Mechanic	1	75—5—120	125—3—140—5— 150.
88 P.H. Shift Operators	4	90—3—120	125—3—140—5— 150.
89 Signal Instructor	1	90—3—120	125—3—140—5— 150.
90 Chief Plant Operator	1	120—8—200	150—5—175—10— 225—15—300.
91 Power House Superintendent ..	1	225—10—325	275—15—425.
ISOLATED POSTS IN POLYTECHNICS.			
92 Cleaner for Sound Engineering Van.	1	15—1—20	50—1—60.
93 Laboratory Boys	6	15—1—20	50—1—60.
94 Cleaner for Boiler	1	16— $\frac{1}{2}$ —25	50—1—60.
95 Laboratory Attenders	2	30—1—40	65—1—70—2—90.
96 Laboratory Attenders	15	35—1 $\frac{1}{2}$ —50	65—1—70—2—90.
97 Tannery Operatives	3	35—2—65	70—2—100.
98 Footwear Instructors	3	35—2—65	70—2—100.
99 Electric Fitter	1	40—2—50	70—2—100.
100 Gasmen	2	40—2—60	80—2—100.
101 Skilled Attenders	8	45—70	80—3—110.
102 Tannery Operatives	2	45—3—75	80—3—110.
103 Electricians	2	50—3—80	80—3—110.
104 Mechanics	2	50—3—80	80—3—110.
105 Assistants in Fishing	2	50—3—80	80—3—110.
106 Instrument Mechanics	3	50—3—80	80—3—110.
107 Machine Operative	1	60—2—80	90—3—105—4— 125.
108 Tannery Operatives	5	70—2—90	110—3—140.
109 Instructors in Operatives	5	70—2—90	110—3—140.
110 Machine Operatives	2	70—2—90	110—3—140.
111 Laboratory Assistant	1	70—2—90	110—3—140.
112 Driver for Fishing Vessel ..	1	90—3—120	125—3—140—5— 150.
113 Instructor in Sports Goods ..	1	90—5—130	125—5—175.

TECHNICAL EDUCATION DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
ISOLATED POSTS IN POLYTECHNICS— <i>cont.</i>			
114 Workshop Foreman	1	100—5—150—10— 250.	150—5—175—10— 225—15—300.
115 Foreman, Leather Goods Manufacture.	1	100—5—150—10— 250.	150—5—175—10— 225—15—300.
116 Captain for Fishing Vessel ..	1	180—10—240 ..	225—15—300.
117 Instructor in Book-keeping	1	50	(No change.)

WORK-CHARGED ESTABLISHMENT (TECHNICAL EDUCATION).

118 II Class Mazdoors	17	20—1—25	50—1—60.		
119 I Class Mazdoors	12	25—1—30	55—1—70.		
120 III Class Artisans	28	30—1—40	65—1—75.		
121 II Class Artisans	29	40—1—50	75—1—85.		
122 I Class Artisans	10	50—2—60	80—2—100.		
123 Special Artisans	2	60—3—75	90—3—105—4—125.		

POLICE DEPARTMENT.

(Chapter XXXVII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	65	18—1—25	50—1—60.		
2 Typists and Steno-typists ..	80	45—3—60—2—90.	90—4—110—3—140.		
3 Lower Division Clerks ..	665	45—3—60—2—90..	90—4—110—3—140.		
4 Telephone Operators ..	3	45—3—60—2—90.	90—4—110—3—140.		
5 Upper Division Clerks ..	134	80—5—110 ..	125—5—175.		
6 Upper Division Clerks ..	44	80—5—110—3—125.	125—5—175.		
7 Junior Superintendents ..	15	140—5—190 ..	180—5—200—10—300.		
8 Cash Keepers	3	140—5—190 ..	180—5—200—10—300.		
			180—5—200—10—250.		
9 Senior Superintendents ..	4	190—10—240 ..	180—5—200—10—300.		
10 Superintendents	2	250—10—300 ..	325—15—400.		

(A) GENERAL BRANCH.

Ministerial.

11 Shroffs, Grade II	1	40—2—60—1—65.	90—3—105—4—125.		
12 Shroffs, Grade I	3	40—2—60—1—70.	90—3—105—4—125.		
13 Accountants	68	110—5—125 ..	150—5—200.		
14 Head Clerks					
15 Office Superintendents (District Police Offices).			250—10—300.		

POLICE DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
(A) GENERAL BRANCH—cont.			
Non-Ministerial.			
16 Police Constables (Men) ..	23,643	30— $\frac{1}{2}$ (A)—40 ..	65—1—70—2—90.
17 Police Constables (Women) ..	6	30— $\frac{1}{2}$ (A)—40 ..	
18 Sowars	26	30— $\frac{1}{2}$ (A)—40 ..	
19 Head Constables	3,351	40—1—50—EB— 2—60.	85—2—105.
20 Lance Duffadars	4	40—1—50—EB— 2—60.	85—2—105.
21 Duffadar	1	40—1—50—EB—2 —60.	85—2—105.
22 Assistant Sub-Inspectors (Men).	61	60—2—80—1—90.	110—3—140.
23 Assistant Sub-Inspector (Women).	1	60—2—80—1—90.	110—3—140.
24 Sub-Inspectors	1,310	80—3—95—4—115— EB—2—135— EB—3—150.	140—5—220.
25 Inspectors	277	175—10—225— EB—10—275.	225—15—375.
26 Personal Assistant (Adminis- tration).	1	250—50/2—500 ..	300—25—600
27 Personal Assistants to the Superintendents of Police.	4		
28 State Examiner of Questioned Documents.	1		
29 Deputy Superintendents of Police.	89	280—30/2—310— 40/2—350—50/2 —650.	375—25—800
30 Additional Superintendents of Police.	4	600—50/2—1,000 ..	I.P.S. Scale or Rs. 600—40— 1,000.
31 Superintendents of Police (in charge of districts).	14	600—40—1,000— 1,000—1,050— 1,100—1,100— 1,150.	I.P.S.
32 Superintendents of Police (C.I.D.).	2		
33 Principal, Police Training College, Vellore.	1		
34 Commandant, M.S.P. ..	1		
35 Deputy Commissioners of Police.	3		
36 Assistant Inspector-General of Police.	1	1,950—50—2,150 ..	
37 Commissioner of Police ..	1		
38 Deputy Inspector-Generals of Police.	5		
39 Inspector-General of Police ..	1	2,500—125—3,000.	
(B) RESERVE POLICE BRANCH.			
40 Constables	(Number of posts included in the General Branch).	30— $\frac{1}{2}$ —40 ..	65—1—70—2—90.
41 Head Constables	Do.	40—1—50—EB— 2—60.	85—2—105.
42 Jamedars	71	65—1—75—EB— 1—80.	110—3—140.
43 Sergeants	162	80—3—95—4—115— —EB—2—135— EB—3—150.	140—5—220.
44 Reserve Inspectors	24	175—10—225— EB—10—275.	225—15—375.
45 Deputy Superintendents of Police.	4	280—30/2—310— 40/2—350—50/2 —650.	375—25—800.

POLICE DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
(C) MALABAR SPECIAL POLICE AND SPECIAL ARMED POLICE.			
46 Bugler Boys	12	20—1—22	50—1—60.
47 Followers	86	25— $\frac{1}{2}$ —35	55—1—70.
48 Constables	2,766	32— $\frac{1}{2}$ —43	65—1—70—2—90 plus Rs. 2 special pay.
49 Lance Naiks	274	32— $\frac{1}{2}$ —43	65—1—70—2—90 plus Rs. 2 special pay.
50 Naiks	232	45— $\frac{1}{2}$ —50	85—2—105.
51 Havildars including Company Q.M. Havildars.	107	55— $\frac{1}{2}$ —60	110—2—120.
52 Havildars-Major	22	65— $\frac{1}{2}$ —70	120—3—150.
53 Jamedars including Jamedar-Adjutant.	88	85—3—100	140—5—220.
54 Subedars	23	150—3—180	225—15—375.
55 Subedars-Major	5	150—3—180	225—15—375.
56 Hindi Pandit	1	55—5—115	90—4—110—3—140.
57 Assistant Commandants (M.S.P.).	7	300—25/2—400—50/2—650.	375—25—800.
58 Assistant Commandants (S.A.P.).	5	300—30/2—390—40/2—550—50/2—700.	375—25—800.
59 Commandant (S.A.P.) ..	1	600—40—1,000—1,000—1,050—1,100—1,150.	I.P.S. Scale or 600—40—1,000.
(D) SPECIAL BRANCH C.I.D.			
60 Assistant Photographer ..	1	90—3—120	125—3—140—5—150.
61 Photographer	1	150—10—200	180—5—200—10—250.
62 Clerks, Special Branch (C.I.D.).	39	140—5—190	180—5—200—10—250.
63 Clerks, Intelligence Section (C.P.O.).	12	140—5—190	180—5—200—10—250.
64 Assistant Managers, Special Branch (C.I.D.).	3	190—10—240	250—10—300.
65 Assistant Manager, Intelligence Section, City Police Office.	1	190—10—240	250—10—300.
66 Manager, Special Branch (C.I.D.).	1	200—20—400	250—25—500.
(E) HARBOUR BOAT CREW.			
67 Boatmen	8	17—1—26	50—1—60.
68 Lascars	2	17—1—26	50—1—60.
69 Tindals	2	25—1—35	60—1—75.
70 Serangs	2	30—1—40	60—1—75.
71 Driver, Grade II	1	30—1—45	70—1—80.
72 Driver, Grade I	1	45—1—55	75—1—85.
(F) POLICE RADIO BRANCH.			
73 Radio Electricians	22	60—3—90	110—3—140.
74 Radio Supervisors	12	80—5—200	125—5—150—10—300.
75 Technical Assistant to Police Radio Officer.	1	250—30/2—340—40/2—500.	350—25—650.
76 Police Radio Officer	1	600—75/2—900	700—50—1,100.

POLICE DEPARTMENT—cont.

Serial number and designation.		Number of posts.	Existing scale.	New scale.
			RS.	RS.
(G) FINGER PRINT BUREAU.				
77 Finger-Print Searchers	..	20	45—3—60—2—90 plus special pay Rs. 15.	90—4—110—3—140 plus special pay as at present.
78 Finger-Print Experts ..	..	20	80—3—95—5—125 plus special pay Rs. 25.	125—5—175 plus special pay as at present.
79 Tester Sub-Inspectors	..	3	125—5—150 plus special pay Rs. 30.	175—5—225 plus special pay as at present.
80 Assistant Superintendent	..	1	120—5—170 plus special pay Rs. 30.	180—5—200—10— 250 plus special pay as at present.
81 Superin'endent	..	1	140—5—190 plus special pay Rs. 40.	250—15—400 plus special pay as at present.

(H) SHORTHAND BUREAU.

82 Junior Reporters	.. ..	28	80—3—95—4—115 —EB—2—135— EB—3—150.	140—5—220.
83 Senior Reporters	.. ..	3	175—10—275	.. 225—15—375.

(I) PROSECUTING STAFF.

84 Assistant State Prosecutors	..	9	300—10—400	.. 375—15—450—25— 575.
85 Chief Assistant State Prosecutors.	..	1	400—50/2—650	.. 450—25—800.
86 Legal Adviser to the Deputy Inspector-General of Police, Railways and C.I.D.	..	1	400—50/2—650	.. 450—25—800.

(K) POLICE TRAINING COLLEGE.

87 Bandmaster	.. ..	1	100—5—165	.. 150—5—200.
88 Plan Drawing Instructor	..	1	100—5—150—10— 250.	150—5—175—10— 225—15—375.

JAIL DEPARTMENT.

(Chapter XXXVIII.)

Serial number and designation.		Number of posts.	Existing scale.	New scale.
			RS.	RS.
1 Peons and Peon Warders	..	145	18—1—25 ..	.. 50—1—60.
2 Nursing Orderlies	.. ..	23	24— $\frac{1}{2}$ —30 ..	.. 55—1—70.
3 Duffadar	.. ..	1	22—1—30 ..	.. 50—1—60 plus special pay of Rs. 5.
4 Attenders	.. ..	13	24—1—35 ..	.. 55—1—70.
5 Lower Division Clerks	.. ..	72	45—3—60—2—90.	90—4—110—3— 140.
Typists	.. ..		
Steno-typists	.. ..		
6 Upper Division Clerks	..	36	80—5—110	.. 125—5—175.
7 Junior Superintendents and Office Managers, Grade I.	..	5	140—5—190	.. 180—5—200—10— 300.
8 Office Managers, Grade II	..	3	115—5—140	.. 150—5—200.
9 Lorry Drivers	.. ..	3	40—1—50 ..	.. 75—1—85.

JAIL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
10 Agriculture Instructor ..	1	100—5—140—EB— 10—190.	200—10—250—15— 400.
11 Higher Grade Teachers ..	25	30—1—50 ..	65—1—70—2—90.
12 Secondary Grade Teachers ..	3	45—3—60—2—90.	90—4—110—3—140.
13 Physical Training Instructor, Grade I.	1	50—2—70—2½—90.	90—4—110—3—140.
Physical Training Instructor, Grade II.	1	40—1—60 ..	65—1—70—2—90 plus special pay Rs. 5.
14 Warders and Petty Officers, Grade II.	891	30—½—40 ..	65—1—70—2—90.
15 Special Petty Officers, Grade II.	6	34—½—40 ..	65—1—70—2—90.
16 Warders and Petty Officers, Grade I.	105	35—1—40—EB—1 —45.	80—2—100.
17 Special Petty Officers, Grade I.	2	40—1—50 ..	80—2—100.
18 Gate-Keepers in Sub-Jails ..	3	40—2—60 ..	85—2—105.
19 Reserve Head Warders ..	9	40—2—60 ..	85—2—105.
20 Gate-Keepers in Central Jails.	10	45—2½—90 ..	90—4—110—3— 140.
21 Chief Head Warders ..	10	45—2½—90 ..	90—4—110—3— 140.
22 Sub-Jail Jailors, Grade II ..	5	45—3—60—2—90.	90—4—110—3— 140.
23 Assistant Jailors ..	15	80—3—95—5—110.	125—5—175.
24 Sub-Jail Jailor, Grade I ..	1	80—3—95—5—110.	125—5—175.
25 Reserve Assistant Matron ..	1	90—5—125 ..	125—5—175.
26 Deputy Jailor and Special Sub-Jail Jailors, Grade I.	12	120—5—150 ..	150—5—200.
27 Matron ..	1	125—5—175 ..	175—5—225.
28 District Probation Officers.	34	150—5—200 ..	200—5—240—10— 270.
28-A Regional Probation Officers.	5	200—10—300 ..	250—15—400.

MANUFACTURING SECTION.

29 Factory Manager ..	1	200—5—300 ..	250—15—400.
30 Boot and Sandal Overseer ..	1	150—5—250 ..	180—5—200—10— 250.
31 Carpentry Instructor, Grade I. } Mechanic Carpentry .. } Boot Mechanic .. }	3	90—3—120 ..	125—3—140—5— 150.
32 Pharmacists ..	12	45—2—55—1—75.	90—4—110—3— 140.
33 Tailor Instructors ..	4	35—2—55 ..	70—2—100.
34 Paper Instructor .. } Rattan Instructor .. } Handloom Maistry .. } Weaving Head Jobber .. } Engine Driver .. }	5	40—2—60 ..	70—2—100.
35 Packer Clerk .. } Cobbler Maistries .. } Weaving Jobber .. } Additional Loom Jobber .. } Building Maistry .. } Blow Room Jobber .. } Sizing and Warping Jobber .. } Roller Coverer .. }	17	30—1—35 ..	60—1—75.

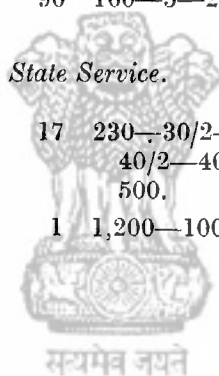
JAIL DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
MANUFACTURING SECTION—cont.			
36 Assistant Carpentry Foremen.	2	60—4—80	90—3—105—4—125.
37 Carpentry Foremen	7	80—4—100	125—3—140—5—150.
38 Assistant Carpentry Instructor, Grade II.	11	50—3—80	90—3—105—4—125.
Aluminium Foremen, Grade II.			
Smithy Foremen, Grade II ..			
Weaving Foremen, Grade II.			
Spinning Head Jobber ..			
Mason Instructor			
Blacksmithy Instructor ..			
Weaving Instructor			
39 Assistant Tailoring Foremen, Weaving Jobber.	3	35—1—40	70—1—80.
40 Weaving Jobber	1	55—3—85	90—3—105—4—125.
41 Spinning Instructor	1	35—1—50	65—1—70—2—90.
42 Spinning Master	6	100—5—125	125—5—175.
Weaving Master			
Warping Master			
Dyeing Master			
Additional Dyeing Master ..			
Carding Master			
43 Assistant Tent Maistry ..	1	35—1—45	70—1—80.
44 Fitter-in-charge of Pumping Station.	1	30—1—40	60—1—75.
45 Wiremen	3	45—2—65	80—2—100.
46 Electrician	1	100—5—150	150—5—175—10—225.
47 Boiler Attendant, Binding Instructor.	2	30—1—50	65—1—70—2—90.
48 Fitter Carpenter	1	26—6—0 (Fixed pay).	50—1—60.
49 Boiler Fireman	1	15— $\frac{1}{2}$ —25	50—1—60.
50 Baling Attendant	1	20— $\frac{1}{2}$ —25	50—1—60.
51 Despatch Attendant	1	28 (Fixed pay) ..	50—1—60.
52 Band Master	1	100—5—165	150—5—200.
53 Spinning Mill Writer	1	30—2—60	70—2—100.
54 Motor Attendants	2	15— $\frac{1}{2}$ —20	50—1—60.
55 Accounts Officer	1	200—20—400	300—25—600 or 375—25—800 as the case may warrant.
56 Civil Assistant Surgeons ..	18	150—25/2—400	300—15—450—25—575.
57 Lady Deputy Superintendent.	1	200—25/2—450	300—15—450—25—500.
58 Jailors	8	200—25/2—300	250—15—400.
59 Chief Probation Superintendent.	1	300—50/2—500—75/2—650.	375—25—800.
60 Superintendents of Jails ..	11	300—50/2—750	375—25—800.
61 Personal Assistant to the Inspector-General of Prisons.	1	300—50/2—500	375—25—800 plus special pay Rs. 50
62 Inspector-General of Prisons.	1	1,300—100/2—1,500	900—50—1,100.

REGISTRATION DEPARTMENT.

(Chapter XXXIX.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	768	18—1—25	50—1—60.
2 Attenders	22	24—1—35	55—1—70.
3 Typists	20	45—3—60—2—90.	90—4—110—3—140.
4 Temporary Copyists	22	45—3—60—2—90 (if qualified). 40—2—50—1—60 (if unqualified).	90—4—110—3— 140 (if qualified). 70—2—100 (for others).
5 Lower Division Clerks ..	1,356	45—3—60—2—90.	90—4—110—3—140.
6 Upper Division Clerks ..	46	80—5—110 ..	125—5—175.
7 Reserve Sub-Registrars ..	27	50 on appoint- ment and Rs. 60 after passing the departmental tests.	150 (minimum of the Sub-Registrars, Grade II scale).
8 Sub-Registrars, Grade II ..	278	100—5—150 ..	150—5—175—10— 225.
9 Sub-Registrars, Grade I ..	90	160—5—200 ..	200—10—300.
<i>State Service.</i>			
10 District Registrars	17	230—30/2—320— 40/2—400—50/2— 500.	300—25—600.
11 Inspector-General of Registra- tion.	1	1,200—100/2—1,400.	900—50—1,100.



SURVEY AND LAND RECORDS DEPARTMENT.

(Chapter XL.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	283	18—1—25	50—1—60.
2 Duffadar	1	22—1—30	50—1—60 plus Rs. 5.
3 Attenders	10	24—1—35	55—1—70.
4 Typists and Steno-typists ..	21	45—3—60—2—90	90—4—110—3— 140.
5 Lower Division Clerks ..	201	45—3—60—2—90.	90—4—110—3— 140.
6 Upper Division Clerks— Grade II.	23	{ 80—3—95—5—110 80—5—110 }	125—5—175.
Grade I.	9	{ 80—3—95—5—125. 80—5—110—3— 125. }	125—5—175.
7 Junior Superintendents ..	3	140—5—190 ..	180—5—200—10— 300.
8 Senior Superintendents ..	11	190—10—240 ..	180—5—200—10— 300.
9 Jeep Drivers	4	35—1—45	70—1—80.

SURVEY AND LAND RECORDS DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
Field Staff.					
10 Chainmen	224	15—1—20	50—1—60.		
11 Field Surveyors	97	50—1—60	90—3—105—4—125.		
12 Deputy Surveyors	20	60—1—80	110—3—140.		
13 Taluk Surveyors	92	60—1—80	90—3—105—4—125.		
14 Town and Panchayat Surveyors.	102	70—1—90	110—3—140.		
15 District Surveyors	14	100—5—150	150—5—200.		
16 Inspectors of Survey and Land Records.	4	180—10—250	225—15—375.		
Photo Zinco Press.					
17 Map Mounters	10	25—1—40	70—2—100.		
18 Reproduction Assistants	37	25—1—40	70—2—100.		
19 Assistant Mechanic	1	35—2—55—1—65.	70—2—90—3—105.		
20 Mechanic	1	75—5—125	125—3—140—5—150.		
21 Reproduction Personnel—					
Grade III	19	40—2—60	80—3—110.		
Grade II	21	55—2—75	90—3—105—4—125.		
Grade I	10	70—2—90	100—5—150.		
22 Technical Assistants	4	90—5—130—EB—10—150.	125—5—175—10—225.		
23 Assistant Managers	2	150—10—200	200—5—240—10—270.		
24 Apprentices	4	40	(No change.)		
Central Survey Office and Range Office.					
25 Compositors	25	40—3—55—2—75.	80—3—110.		
26 Head Compositor	1	60—3—72—2—80.	90—3—105—4—125.		
27 Junior Draughtsmen	180	45—3—60—2—90.	{ 90—4—110—3—140.		
28 Junior Computers					
29 Senior Draughtsmen	18	90—5—130—10—150.	125—5—175—10—225.		
Senior Computers in Central Survey Office.					
Head Draughtsmen					
30 Head Computer (Central Survey Office).	1	150—10—200	200—5—240—10—270.		
31 Head Draughtsman (Central Survey Office).	1	150—10—200	200—5—240—10—270.		
32 Manager/Technical	1	200—10—250	250—15—400.		
Temporary establishment.					
33 Inspector of Survey and Land Records—				To be determined by Government in consultation with the Board of Revenue.	
Grade I	8	Rs. 220			
Grade II	14	Rs. 180			
34 District Head Surveyors—					
Grade I	14	Rs. 125			
Grade II	36	Rs. 100			
35 Deputy Surveyors—					
Grade I	102	Rs. 70			
Grade II	201	Rs. 60			
36 Field Surveyors—					
Grade I	113	Rs. 60			
Grade II	215	Rs. 55			
Grade III	532	Rs. 50			

SURVEY AND LAND RECORDS DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
<i>Temporary establishment—cont.</i>					
37 Head Draughtsmen	9	Rs. 110	.. ..	} To be determined by Government in consultation with the Board of Revenue.	
38 Head Computers	10	Rs. 100	.. ..	
39 Junior Draughtsmen—					
Grade I	123	Rs. 65	.. ..	
Grade II	232	Rs. 55	.. ..	
Grade III	438	Rs. 40	.. ..	
<i>Gazetted posts.</i>					
40 Printing and Photographic Expert.	1	250—25/2—500	..	300—25—600.	
41 Assistant Directors of Survey.	9	260—40/2—300—50/2—600.		350—25—800.	
42 Deputy Director of Survey. ..	1	650—50/2—850	..	700—40—900—50—1,000.	

STATISTICS DEPARTMENT.

(Chapter XLL.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	63	18—1—25	.. ..	50—1—60.	
2 Duffadar	1	22—1—30	.. ..	50—1—60 plus Rs. 5 special pay.	
3 Attenders	4	24—1—35	.. ..	55—1—70.	
4 Telephone Operator	1	45—3—60—2—90.		90—4—110—3—140.	
5 Typists	12	45—3—60—2—90.		90—4—110—3—140.	
6 Steno-typist	1	45—3—60—2—90.		90—4—110—3—140.	
7 Lower Division Clerks ..	41	45—3—60—2—90.		90—4—110—3—140.	
8 Upper Division Clerks ..	22	80—5—110—3—125. 80—3—95—5—125.	}	125—5—175.	
9 Junior Superintendents ..	6	140—5—190		180—5—200—10—300.	
10 Senior Superintendents ..	6	190—10—240	..	180—5—200—10—300.	
11 Junior Draughtsmen	6	45—3—60—2—90.		90—4—110—3—140.	
12 Senior Draughtsmen	2	90—5—130—10—150.		125—5—175—10—225.	
13 Field Supervisors	42	45—3—60—2—90.		90—4—110—3—140.	
14 Field Assistants	11	35—3—65—EB—3—80.		90—4—110—3—140.	

STATISTICS DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
15 Extension Officers	176	80—3—95—5—125.	..	125—5—175.	..
16 Assistant Statistical Investigators.	8	80—3—95—5—125.	..	125—5—175.	..
17 Computers	8	90—5—140	..	125—5—175.	..
18 Statistical Inspectors	58	150—5—200	..	200—5—240—10—270.	..
19 Statistical Assistants	13	150—5—200	..	200—5—240—10—270.	..
20 Price Inspector	1	150—5—200	..	200—5—240—10—270.	..
21 Taluk Statistical Officers ..	4	125—7½—200	..	200—5—240—10—270.	..
22 Assistant Statistical Officers	5	250—50/2—500	..	300—25—600.	..
23 District Statistical Officers ..	13	250—50/2—500	..	300—25—600.	..
24 Special Officer	1	250—50/2—500	..	300—25—600.	..
25 Statistical Officers	5	300—50/2—700	..	375—25—800.	..
26 Director of Statistics	1	600—100/2—1,000.	..	900—50—1,100.	..

THE STATE TRANSPORT DEPARTMENT.

(Chapter XLII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	58	18—1—25	..	50—1—60.	..
2 Attenders including Store Attenders.	32	24—1—35	..	55—1—70.	..
3 Shroffs	29	40—2—50—1—65.	..	90—3—105—4—125.	..
4 Telephone Operators	7	45—3—60—2—90.	..	90—4—110—3—140.	..
5 Typists and Steno-typists ..	13	45—3—60—2—90.	..	90—4—110—3—140.	..
6 Lower Division Clerks	81	45—3—60—2—90.	..	90—4—110—3—140.	..
7 Upper Division Clerks	22	80—3—95—5—110. 80—5—110.	..	125—5—175.	..
8 Accountants	8	80—3—95—5—110 plus special pay Rs. 5.	..	125—5—175.	..
9 Head Clerk	1	80—3—95—5—125.	..	125—5—175.	..
10 Superintendents, Grade III, Divisional Accountant and Senior Accountant.	10	140—5—190	..	180—5—200—10—300.	..
11 Superintendents, Grade II ..	3	190—10—240	..	180—5—200—10—300.	..
12 Superintendent, Grade I ..	1	250—10—300	..	325—15—400.	..
13 Civil Draughtsman, Grade III	1	70—2—90—3—120.	..	120—3—150—5—175.	..
14 Mechanical Draughtsman ..	1	70—2—90—3—120.	..	120—3—150—5—175.	..
15 Supervisor	1	100—5—150—10—200.	..	150—5—175—10—225—15—375.	..
16 Nursing Orderlies, Grade I ..	2	19—1—25	..	50—1—60.	..
17 Compounders (Pharmacists) ..	2	45—2—85	..	90—4—110—3—140.	..

THE STATE TRANSPORT DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
18 Medical Officer	1	150—25/2—400	..	300—15—450—25—575 if held by M.B.B.S. men.	
19 Constables	6	30— $\frac{1}{2}$ —40	..	65—1—70—2—90.	
20 Head Constables	5	40—1—50—EB—2—60.		85—2—105.	
21 Sub-Inspector	1	80—3—95—4—115—EB—2—135—EB—3—150.		140—5—220.	
22 Deputy Accounts Officer ..	1	240—40/2—400	..	300—25—600.	
23 Accounts Officer	1	300—50/2—600 plus special pay of Rs. 100.		375—25—800.	
24 Muster Roll Clerk	1	35—2—55	..	90—3—105—4—125 if they are S.S.L.Cs. 80—3—110 for others.	
25 Time-keepers (Workshop) ..	7	35—2—55	..	90—3—105—4—125 if they are S.S.L.Cs. 80—3—110 for others.	
26 Watch and Ward Inspector ..	1	24—1—35	..	55—1—70.	
27 Works Clerks	144	35—2—45—2—55/45—2—55.		80—3—110 for non-S.S.L.Cs. and 90—3—105—4—125 for S.S.L.Cs.	
28 Checking Inspectors	94	35—2—55/45—2—55.		80—3—110 for non-S.S.L.Cs. and 90—3—105—4—125 for S.S.L.Cs. (plus special pay of Rs. 10 for 12 posts).	
29 Time-keepers	81	35—2—55/45—2—55.		80—3—110 for non-S.S.L.Cs. 90—3—105—4—125 for S.S.L.Cs.	
30 Assistant Store-keeper, Grade II.	1	80—3—95—5—110.		125—5—175.	
31 Assistant Store-keepers, Grade I.	3	80—3—95—5—125.		125—5—175.	
32 Store-keeper, Grade III ..	1	100—5—150	..	150—5—200.	
33 Do. Grade II	1	120—5—180	..	180—5—200—10—300.	
34 Do. Grade I	1	140—5—190	..	180—5—200—10—300.	
35 Stock Verifier	1	140—5—190	..	180—5—200—10—300.	
36 Depot Cash-keepers	12	80—3—95—5—110.		125—5—175.	
37 Chief Cash-keeper	1	140—5—190	..	180—5—200—10—300.	
38 Driving Instructors	2	80—4—120..	..	125—5—175.	
39 Accident Inspectors	4	80—4—120	..	125—5—175.	
40 Traffic Inspectors	11	100—5—150	..	150—5—200.	
41 Traffic Managers	7	175—10—220—EB—10—275.		225—15—375.	
42 Electrical Foremen	3	100—5—150	..	150—5—200.	
42-A Chief Foreman	1	150—10—250	..	225—15—375.	
43 General Foremen	3	150—10—250	..	225—15—375.	
44 Technical Assistant	1	170—10—200	..	225—10—275.	
45 Workshop Superintendent ..	1	250—10—350	..	300—15—450.	

THE STATE TRANSPORT DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
<i>Gazetted posts.</i>			
46 Labour Welfare Officer ..	1	250—50/2—500 ..	300—25—600.
47 Workshop Engineer, Assistant Engineer (Mechanical) and (Civil and Fuel), Stores Officer-cum-Personal Assistant to Mechanical Engineer.	6	260—30/2—380—40/2—500.	350—25—650.
48 Traffic Superintendents and District Transportation Superintendent.	3	260—30/2—380—40/2—500.	350—25—650.
49 Assistant Secretary	1	250—25/2—350 plus special pay Rs. 50.	300—15—450—25—500 (without special pay).
50 Personal Assistant to Honorary Director.	1	260—30/2—380—40/2—500.	300—25—600 for the existing incumbent. For future entrants same pay as Assistant Secretary.
51 Works Manager	1	500—50/2—850 ..	600—40—1,000.
52 Mechanical Engineer	1	750—50/2—1,000—100/2—1,200.	900—50—1,200.
53 Deputy Director	1	1,000—50—1,250 ..	1,100—50—1,300.
54 Director	1	I.A.S. Cadre.	....

STATE TRANSPORT AUTHORITY.

(Chapter XLIII.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons (including M.V.I.'s Peons).	86	18—1—25	50—1—60.
2 Duffadar	1	24—1—30	50—1—60 plus special pay Rs. 5.
3 Attenders	15	24—1—35	55—1—70.
4 Shroff	1	40—2—50—1—60.	90—3—105—4—125.
5 Typists and Steno-typists ..	34	45—3—60—2—90.	90—4—110—3—140.
6 Lower Division Clerks ..	81	45—3—60—2—90.	90—4—110—3—140.
7 Upper Division Clerks ..	15	80—5—110 ..	125—5—175.
8 Accountants, Grade II ..	20	80—5—110 ..	
9 Upper Division Clerks, Grade I.	14	80—5—110—3—125	
10 Accountant, Grade I	1	80—5—110—3—125	
11 Head Clerks	5	80—5—110—3—125	180—5—200—10—300.
12 Junior Superintendents ..	12	140—5—190 ..	
13 Senior Superintendents ..	2	190—10—240 ..	180—5—200—10—300.
14 Assistant Motor Vehicle Inspectors.	15	100—5—150 ..	150—5—200.
15 Motor Vehicle Inspectors ..	24	175—10—225—EB—10—275.	225—15—375.
16 Regional Transport Officers ..	12	250—50/2—500 ..	375—25—800.
17 Assistant Secretaries ..	2	250—50/2—500 ..	375—25—800 plus special pay Rs. 50.
18 Secretary	1	400—50/2—700 ..	375—25—800 plus special pay Rs. 50.
19 Deputy Transport Commissioner and State Transport Authority.	1	700—100/2—900 ..	800—50—1,100.

STATIONERY AND PRINTING DEPARTMENT.

(Chapter XLIV.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	24	18—1—25	.. ..	50—1—60.	
2 Attenders, Grade II	3	18—1—25	.. ..	50—1—60.	
3 Duffadar	1	22—1—35	.. ..	50—1—60 plus special pay Rs. 5.	
4 Attenders, Grade I	31	24—1—35	.. ..	55—1—70.	
5 Typists and Steno-typists.	22	45—3—60—2—90	.. ..	90—4—110—3—140.	
6 Lower Division Clerks ..	123	45—3—60—2—90	.. ..	90—4—110—3—140.	
7 Upper Division Clerks ..	{ 18 48	80—125 .. 80—5—110 ..	} ..	125—5—175.	
8 Telephone Operators	2	45—3—60—2—90	.. ..	90—4—110—3—140.	
9 Lorry Driver	1	35—1—45	.. ..	70—1—80.	
10 Lorry Drivers	2	40—1—50	.. ..	75—1—85.	
11 Junior Artist Cameraman.	1	60—2—80	.. ..	90—3—105—4—125.	
12 Pharmacists (Compounder).	1	45—3—60	.. ..	90—4—110—3—140.	
13 Carpenters	6	30—1—40	.. ..	60—1—75.	
14 Blacksmiths	2	40—2—60—EB—2—70.	.. ..	70—2—100.	
15 Turners	2	40—2—60—EB—2—70.	.. ..	70—2—100.	
16 Fitters	2	40—2—60—EB—2—70.	.. ..	70—2—100.	
17 Junior Carpenters	14	40—2—60—EB—2—70.	.. ..	70—2—100.	
18 R.S.S.E. Makers	2	40—2—60—EB—2—70.	.. ..	70—2—100.	
19 Tinker	1	30—1—40	.. ..	60—1—75.	
20 Maistries	4	24—1—35	.. ..	55—1—70.	
21 Senior Carpenters	2	70—4—110	.. ..	100—5—150.	
22 Despatching Clerks	21	45—3—60—2—90	.. ..	90—4—110—3—140.	
23 Warehouse Clerks	8	45—3—60—2—90	.. ..	90—4—110—3—140.	
24 Paper Store-keeper	1	80—125	.. ..	125—5—175.	
25 Head Accountant (Stationery).	1	80—125	.. ..	125—5—175.	
26 Head Clerk (Pudukkottai Branch).	1	80—5—110	.. ..	125—5—175.	
27 Booking Clerk	1	80—3—95—5—110	.. ..	125—5—175.	
28 Senior Despatching Clerk ..	1	80—3—95—5—110	.. ..	125—5—175.	
29 Senior Warehouse Clerk ..	1	80—3—95—5—110	.. ..	125—5—175.	
30 Fair Copy Superintendent ..	1	115—5—140	.. ..	150—5—200.	
31 Head Clerk	1	140—5—190	.. ..	180—5—200—10—300.	
32 Chief Accountant	1	140—5—190	.. ..	180—5—200—10—300.	
33 Junior Superintendents (Stationery).	1	140—5—190	.. ..	180—5—200—10—300.	
34 Office Assistants	8	140—5—190	.. ..	180—5—200—10—300.	
35 Manager (Publication Department).	1	140—5—190	.. ..	180—5—200—10—250.	
36 Manager (General Despatch).	1	140—5—190	.. ..	180—5—200—10—250.	
37 Chief Store-keeper	1	140—5—190	.. ..	180—5—200—10—250.	

STATIONERY AND PRINTING DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
38 Commercial Accountant ..	1	140—5—190 ..	..	180—5—200—10—250.	
39 Chief Cash-keeper	1	140—5—190 ..	..	180—5—200—10—250.	
40 Store-keeper (Stationery) ..	1	140—5—190 ..	..	180—5—200—10—250.	
<i>Gazetted posts.</i>					
41 Accounts Officer	1	300—50/2—500 ..	..	300—25—600 or 375—25—800 as the case may warrant.	
42 Labour Welfare Officer ..	1	200—20/2—300 ..	..	300—25—600.	
43 Electrical and Mechanical Engineer.	1	200—30/2—380—40/2—500.	..	350—25—650 or 225—15—375.	
44 Stock Verification Officer ..	1	200—30/2—350 ..	..	300—15—450.	
45 Assistant Superintendents ..	6	250—40/2—450 ..	..	300—25—600.	
46 Junior Deputy Superintendent.	1	300—40/2—500 ..	..	350—25—650.	
47 Assistant Controller ..	1	300—50/2—700 ..	..	375—25—800.	
48 Senior Deputy Superintendent.	1	450—50/2—650 ..	..	525—25—850.	
49 Superintendent	1	750—75/2—1,050 ..	..	900—50—1,100.	
50 Controller	1	I.A.S. Cadre ..	..	....

PORT DEPARTMENT

(Chapter XLV.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	29	18—1—25 ..	..	50—1—60.	
2 Lascars	2	18—1—25 ..	..	50—1—60.	
3 Attender	1	24—1—35 ..	..	55—1—70.	
4 Typists	3	45—3—60—2—90.	..	90—4—110—3—140.	
5 Lower Division Clerks ..	18	45—3—60—2—90.	..	90—4—110—3—140.	
6 Upper Division Clerks ..	2	80—5—110 ..	..	125—5—175.	
7 Junior Superintendents ..	3	140—5—190 ..	..	180—5—200—10—300.	
8 Senior Superintendent ..	1	190—10—240 ..	..	180—5—200—10—300.	
9 Maistris	7	30—1—45 ..	..	65—1—70—2—90.	
10 Draughtsman, Grade III ..	1	70—2—90—3—120.	..	120—3—150—5—175.	
11 Draughtsman, Grade II ..	1	120—5—150 ..	..	175—10—225.	
12 Supervisor	1	100—5—150—10—250.	..	150—5—175—10—225—15—375.	
13 Junior Engineer	1	100—5—150—10—250.	..	225—15—375.	
14 Boatmen	5	16—1—26 ..	..	50—1—60.	
15 Lascars	31	17—1—26 ..	..	50—1—60.	
16 Greasers	2	17—1—26 ..	..	50—1—60.	
17 Store Attender	1	18—1—26 ..	..	50—1—60.	
18 Tindal, Grade II	1	20—1—28 ..	..	55—1—70.	
19 Watchmen	8	20—1—30 ..	..	55—1—70.	
20 Firemen	6	20—1—30 ..	..	55—1—70.	

PORT DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
21 Serangs, Grade II	5	20—1—30	55—1—70.		
22 Serang, Grade I	1	30—1—40	60—1—75.		
23 Flag Lascar	1	20—1—30	55—1—70.		
24 Head Watchman	1	25—1—35	55—1—70.		
25 Assistant Light-keepers and Signallers.	9	30—1—40	60—1—75.		
26 Pilots, Grade II	5	30—1—40	60—1—75.		
27 Pilots, Grade I	3	40—2—50—1—60.	80—2—100.		
28 Drivers, Grade III	3	40—1—55	75—1—85.		
29 Driver, Grade II	1	55—1—70	80—3—110.		
30 Mobile Crane Drivers	2	40—1—50—2—60..	80—2—100.		
31 Morse Signallers	3	40—2—60	80—2—100.		
32 Operator, Grade II	1	90—3—120.. ..	125—5—175.		
33 Assistant Port Conservators-cum-Wharf Supervisors.	10	45—3—60—2—90..	90—4—110—3—140.		
34 Port Conservators	13	80—4—100—EB—5—150.	125—5—175—10—225.		

Gazetted posts.

35 Assistant Engineer (Marine).	1	260—30/2—380—40/2—500.	350—25—650.
36 Inspecting Dredging Engineer.	1	650—50/2—1,000 ..	700—50—1,100.
37 Port Officers	3	600—30—900—50—1,200.	700—40—900—50—1,000.
38 State Port Officer and Agent for Government Consignments.	1	600—30—900—50—1,200 plus special pay of Rs. 250 and personal pay of Rs. 200.	1,200—50—1,400 (without any special pay or personal pay).

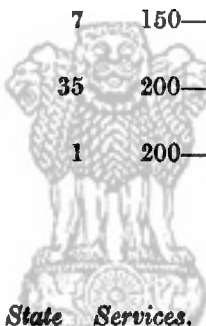
ACCOMMODATION CONTROLLER.

(Chapter XLVI.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Process Servers and Peons ..	29	18—1—25	50—1—60.		
2 Attenders	3	24—1—35	55—1—70.		
3 Typists and Steno-typists ..	8	45—3—60—2—90.	90—4—110—3—140.		
4 Lower Division Clerks ..	12	45—3—60—2—90.	90—4—110—3—140.		
5 Upper Division Clerks ..	3	80—5—110—3—125.	125—5—175.		
6 Section Writers	4	30	70—2—100.		
7 Accommodation Inspectors ..	7	45—3—60—2—90.	90—4—110—3—140.		
8 Office Superintendents ..	3	150—5—200	200—5—240—10—270.		
9 Accommodation Deputy Tahsildars.	2	150—5—200	200—5—240—10—270.		
10 Rent Controller and Additional Rent Controller.	2	550—50/2—700 ..	650—40—850.		
11 Accommodation Controller ..	1	Senior I.A.S. .. ..	..	

AGRICULTURAL INCOME-TAX DEPARTMENT.

(Chapter XLVII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	173	18—1—25	50—1—60.		
2 Attender	1	24—1—35	55—1—70.		
3 Jeep Drivers	4	35—1—45	70—1—80.		
4 Lower Division Clerks and Inspectors.	85	45—3—60—2—90.	90—4—110—3—140.		
5 Typists and Steno-typists ..	50	45—3—60—2—90.	90—4—110—3—140.		
6 Upper Division Clerks and Inspectors.	57	80—5—110 80—5—110—3—125.	125—5—175. 125—5—175.		
7 Upper Division Stenographer.	1	80—5—110 80—5—110—3—125.	125—5—175. 125—5—175.		
8 Junior Superintendent ..	1	140—5—190	180—5—200—10—300.		
9 Senior Superintendents, Grade II.	2	190—10—240	180—5—200—10—300.		
10 Senior Superintendent, Grade I.	1	250—10—300	325—15—400.		
11 Assistant Agricultural Income-tax Officers.	7	150—5—200	200—5—240—10—270.		
12 Agricultural Income-tax Officers.	35	200—10—300	250—15—400.		
13 Senior Superintendent in the Grade of A.I.T.O.	1	200—10—300	250—15—400.		
 State Services.					
14 Assistant Commissioners and Personal Assistant to the Commissioner.	6	300—50/2—700	375—25—800.		
15 Commissioner	1	Senior I.A.S. .. ..	.. ..	

APPROVED SCHOOLS AND VIGILANCE SERVICE DEPARTMENT.

(Chapter XLVIII.)


Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	50	18—1—25	50—1—60.		
2 Duffadars	1	22—1—30	50—1—60 plus special pay Rs. 5.		
3 Attenders	6	24—1—35	55—1—70.		
4 Typists	9	45—3—60—2—90.	90—4—110—3—140.		
5 Lower Division Clerks ..	23	45—3—60—2—90.	90—4—110—3—140.		
6 Upper Division Clerks ..	13	80—5—110	125—5—175.		
7 Junior Superintendents ..	2	140—5—190	180—5—200—10—300.		

APPROVED SCHOOLS AND VIGILANCE SERVICE DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
8 Higher Elementary Grade Teachers.	27	30—1—50	65—1—70—2—90.
9 Secondary Grade Teachers ..	48	45—3—60—2—90 plus Rs. 10 special pay.	90—4—110—3— 140.
10 Physical Training Instructors, Grade I.	3	50—2—70—2½—95.	90—4—110—3—140 plus special pay of Rs. 5.
11 Physical Training Instructors, Grade II.	7	45—2—75	90—4—110—3— 140.
12 Nursing Orderlies, Grade I ..	6	24—½(A)—30	55—1—70.
13 Nursing Orderlies, Grade II ..	6	19—1—25	50—1—30.
14 Medical Officers of Approved Schools.	4	150—25/2—400 Gr- duates will start on Rs. 200.	300—15—450—25— 575 (for M.B.B.S. men).
15 Attendants	4	16—1—25	50—1—60.
16 Head Gardener	1	25—1—40	55—1—70.
17 Mat Weaving Instructors ..	2	25—1—35	55—1—70.
18 Work Mistress (Government Reception Home, Madras).	1	35—1—50	70—2—100.
19 Spinning Instructors, Grade II.	6	35—1—40	70—2—100.
20 Binding Instructor, Grade II.	1	30—2—40—1—50.	70—2—100.
21 Tailoring Instructors, Grade II.	3	35—2—55	70—2—100.
22 Carpentry Instructors, Grade II.	3	35—2—55—1—65.	70—2—100.
23 Spinning Instructor, Grade I. Binding Instructor, Grade I. Tailoring Instructor, Grade I. Carpentry Instructor, Grade I. }	22	50—3—80	90—3—105—4— 125.
24 Sewing Instructress Weaving Instructress Needle Work Instructress Music Instructress }	13	45—3—60—2—90.	90—4—110—3— 140.
25 Band Masters	3	80—2—90	110—3—140.
26 Wireman	1	35—2—55—1—65.	70—2—100.
27 Matrons, Grade III, and Assistant Matrons.	8	15 (Fixed)	50—1—60*.
28 Matrons	8	25—½(A)—31	55—1—70*.
29 Matrons, Grade II	15	30—1—40	55—1—70*.
30 Matrons, Grade I, and Chief Matrons.	10	35—3—56—4—60.	90—4—110—3— 140*.
31 Gate-men in Vigilance Home and Watchmen.	6	22—1—30	50—1—60.
32 Gate-men in Approved Schools.	13	35—1—40	60—1—75.
33 Guards	21	30—½(A)—40	60—1—75.
34 Chief Guards	2	40—2—60	80—2—100.
35 Chief Guard	1	40—1—60.	80—2—100.
36 Reception Home Assistants (Junior).	7	30—1—40	60—1—75.
37 Reception Home Assistants (Senior).	1	35—1—45	65—1—70—2—90.
38 Pharmacists	9	45—2—85	90—4—110—3— 140.
39 Qualified Nurse	1	50—3—65—2—75 (65—5/2—100 for the old incumbent).	125—5—175 (for qualified) 90—3— 105—4—125 (for others).
40 Agricultural Instructors ..	6	45—2—55—1—60.	90—3—105—4—125.

* Without free board and lodging.

APPROVED SCHOOLS AND VIGILANCE SERVICE DEPARTMENT—*con't.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
41 House Masters	25	45—3—60—2—90 ..	..	90—4—110—3—140.	
42 Woman Patroller	1	70—3—100 ..	..	100—5—150.	
43 Residential Superintendent (Government Remand Reception Home).	1	75—5—100 ..	..	100—5—150.	
44 Assistant Superintendent (Protective Home, Tiruchirappalli).	1	90—5—140 ..	..	140—5—180—10—250.	
45 Assistant Superintendent (Approved Schools).	8	90—5—150 ..	..	140—5—180—10—250.	
Assistant Superintendent, Stri Sadana.	1	125—5—175 ..	..	140—5—180—10—250.	
46 Superintendent, Government Reception Home.	1	120—5—170 ..	..	140—5—180—10—250.	
47 Assistant Superintendent, Vigilance Home.	1	125—5—175 ..	..	140—5—180—10—250.	
48 Junior Supervisors (After-care Home and Shelters).	5	150—5—200 ..	..	140—5—180—10—250.	
49 Supervisor (After-care Home).	1	200—10—300 ..	..	250—15—400.	
50 Superintendent (Protective Home).	1	200—10—300 ..	..	250—15—400.	
 <i>Gazetted.</i>					
51 Personal Assistant to the Chief Inspector of Approved Schools and Vigilance Service.	1	190—15/2—250 ..	..	180—5—200—10—300 plus special pay Rs. 25 with non-gazetted status.	
52 Superintendent, Government Vigilance Home, Stri Sadana.	1	230—15/2—275 ..	..	300—15—450.	
53 Superintendents, Approved Schools.	5	230—30/2—260—40/2—500.	..	300—25—600.	
54 Chief Inspector of Approved Schools and Vigilance Service.	1	500—50/2—800 ..	..	600—40—1,000.	

CHIEF ELECTRICAL INSPECTOR TO GOVERNMENT.

(Chapter XLIX.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	26	18—1—25 ..	..	50—1—60.	
2 Attenders	4	24—1—35 ..	..	55—1—70.	
3 Lower Division Clerks ..	12	45—3—60—2—90.	..	90—4—110—3—140.	
4 Typists	8	45—3—60—2—90.	..	90—4—110—3—140.	
5 Steno-typist	1	45—3—60—2—90.	..	90—4—110—3—140.	
6 Upper Division Clerks ..	10	80—110 ..	..	125—5—175.	
7 Accountants	9	140—5—190 ..	..	180—5—200—10—250.	
8 Cleaner	1	18—1—25 ..	..	50—1—60.	
9 Helper	1	25—1—35 ..	..	55—1—70.	
10 Instrument Mechanic, Grade IV.	1	45—2—65 ..	..	80—3—110.	

CHIEF ELECTRICAL INSPECTOR TO GOVERNMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
11 Instrument Mechanics, Grade III.	3	50—2—70	90—3—105—4—125.
12 Instrument Repairer, Grade II.	1	45—2—65—1—70.	90—3—105—4—125.
13 Instrument Repairer, Grade I.	1	60—3—90	90—3—105—4—125.
14 Testers	5	70—3—100	110—3—140.
15 Electrical Draughtsman, Grade III.	1	70—2—90—3—120.	120—3—150—5—175.
16 Foreman, Grade IV	1	80—5—115	125—3—140—5—150.
17 Supervisors, Grade II ..	2	100—5—150	150—5—175—10—225.
18 Junior Electrical Engineers ..	7	150—10—250	225—15—375.
19 Assistant Electrical Engineers.	2	260—30/2—380—40/2—500.	350—25—650.
20 Deputy Chief Accountants ..	2	200—30/2—350	300—25—600.
21 Chief Accountant (Audit) ..	1	340—40/2—500—50/2—600.	375—25—800.
22 Electrical Inspector	1	500—50/2—850	600—40—1,000.
23 Divisional Electrical Engineer.	1	500—50/2—850	600—40—1,000.
24 Chief Electrical Inspector ..	1	1,000—100/2—1,200.	1,100—50—1,300.

GOVERNMENT MUSEUM.

(Chapter L.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	49	18—1—25	50—1—60.
2 Attenders	8	25—1—35	55—1—70.
3 Typist	1	45—3—60—2—90.	90—4—110—3—140.
4 Lower Division Clerks ..	7	45—3—60—2—90.	90—4—110—3—140.
5 Upper Division Clerks ..	3	80—5—110	125—5—175.
6 Office Assistant	1	140—5—190.	180—5—200—10—300.
7 Printer	1	25—1—35	55—1—70.
8 Care-taker	1	45—1—55	90—3—105—4—125 or 90—4—110—3—140 if he is S.S.L.C.
9 Taxidermists, Grade II ..	2	45—1—55	90—3—105—4—125.
10 Taxidermist, Grade I ..	1	90—3—120	125—3—140—5—150.
11 Assistant Photographer ..	1	60—1—70	90—3—105—4—125.
12 Photographer	1	90—3—120	125—5—175.
13 Technical Assistant for Government Museum, Pudukottai.	1	60—1—70	90—3—105—4—125.
14 Assistant Curators and Guides.	3	90—3—120	125—5—175.
15 Curators, Grade II	5	150—5—200—10—250.	225—10—275—15—425.
16 Curator, Grade I	1	200—10—350	225—10—275—15—425.
17 Assistant Superintendent ..	1	300—30/2—450	375—25—525.
18 Superintendent	1	400—75/2—550—100/2—850 plus special pay Rs. 100 for National Art Gallery.	600—40—1,000—50—1,100 (without any special pay).

HANDLOOM DEPARTMENT.

(Chapter LI.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	8	18—1—25	50—1—60.		
2 Duffadar	1	22—1—30	50—1—60	plus	
				Rs. 5 special pay.	
3 Attender	1	24—1—35	55—1—70.		
4 Driver	1	35—1—45	70—1—80.		
5 Lower Division Clerks ..	3	45—3—60—2—90.	90—4—110—3—140.		
6 Typists and Steno-typists ..	4	45—3—60—2—90.	90—4—110—3—140.		
7 Upper Division Clerks, including Upper Division Steno-typists.	4	80—5—110—3—125.	125—5—175.		
8 Senior Inspectors of Co-operative Societies.	2	90—4—110—5—120.	125—5—175.		
9 Co-operative Sub-Registrars ..	2	150—5—200	200—5—240—10—270.		
10 Godown Keeper	1	100—5—150	125—5—175.		
11 Boy Attendants	3	30	} No change.		
12 Assistant Manager at Pollachi.	1	45			
13 Assistant Mechanics	2	105 and 95 (Consolidated.)			
14 Chief Mechanic	1	152 (Consolidated)			
15 Technical Assistant	1	248 (Consolidated)			
16 Special Officer (Textiles) ..	1	260—30/2—380—40/2—500.	300—25—600 (375—25—800 for existing incumbent).		
17 Special Officer, 16 Spindles Unit Scheme, Pollachi.	1	230—30/2—260—40/2—500—50/2—700.	300—25—800.		
18 Director of Handlooms	1	Senior time-scale of the I.A.S.			

HARIJAN WELFARE DEPARTMENT.

(Chapter LII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	193	18—1—25	50—1—60.		
2 Duffadars	2	22—1—30	50—1—60	plus	
				Rs. 5 special pay.	
3 Attenders	12	24—1—35	55—1—70.		
4 Typists and Steno-typists ..	44	45—3—60—2—90.	90—4—110—3—140.		
5 Lower Division Clerks ..	113	45—3—60—2—90.	90—4—110—3—140.		
6 Special Revenue Inspectors ..	85	45—90	90—4—110—3—140.		
7 Upper Division Clerks ..	100	{ 80—5—110—3—125 } 80—5—110		125—5—175.	

HARIJAN WELFARE DEPARTMENT—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
8 Junior Superintendents ..	10	140—5—190	..	} 180—5—200—10—300.	
9 Senior Superintendents ..	2	190—10—240	..		
10 District Welfare Officer (in the grade of Tahsildars).	1	200—10—300	..	} 250—15—400.	
11 Additional District Welfare Officer (in the grade of Tahsildars).	1	200—10—300	..		
12 Special Tahsildars	16	200—10—300	..		
13 Manager (in the grade of Tahsildars).	1	200—10—300	..		
14 Special Deputy Tahsildars ..	4	150—5—200	..	200—5—240—10—270.	
15 Head Clerks (in the grade of Deputy Tahsildars).	11	150—5—200	..	200—5—240—10—270.	
Head Clerk	1	110 (Fixed. No allowance.)	No	125—5—175.	
16 Accountant	1	110—5—125	..	125—5—175.	
17 Special Overseers	16	70—2—90—3—120.		120—3—150—5—175.	
18 Special Surveyors	18	60—1—80		90—4—110—3—140.	
19 Draughtsman	1	45—3—60—2—90.		90—4—110—3—140.	
20 Supervisor	1	100 (Fixed)	..	150—5—175—10—225—15—375.	
21 Supervisors of Schools ..	6	60—4—100	..	125—5—175.	
22 B.T. Teachers	3	85—5—125—10—175.		140—5—180—10—250.	
23 Secondary Grade Teachers ..	143	45—3—60—2—90.		90—4—110—3—140.	
24 Higher Grade Teachers ..	2,260	30—1—50		65—1—70—2—90.	
25 Lower Grade Teachers ..	83	23—1—35		55—1—70.	
26 Headmaster	1	165—5—205—10—245.		225—10—275—15—350.	
27 Untrained Teacher	1	20—1—35		55—1—70.	
28 Bee-keeping Instructor ..	1	45—3—60—2—90.		90—4—110—3—140.	
29 Carpentry and Blacksmithy Instructor.	1	35—2—55		65—1—70—2—90.	
30 Weaving Maistry	1	35—2—55		65—1—70—2—90.	
31 Sandal Instructor	1	35—2—55		65—1—70—2—90.	
32 Pre-vocational Instructors ..	6	35—2—55		65—1—70—2—90.	
33 Sewing Mistresses	2	45—3—60—2—90.		90—4—110—3—140.	
34 Senior Scout Organiser ..	1	65—5—100	..	90—4—110—3—140 plus Rs. 5 special pay.	
35 Junior Scout Organiser ..	1	45—3—60—2—90.		90—4—110—3—140.	
36 Tamil Vidwan	1	45—3—60—2—90.		90—4—110—3—140.	
37 Co-operative Sub-Registrar ..	1	150—5—200	..	200—5—240—10—270.	
38 Senior Co-operative Inspectors.	4	90—4—110—5—120.		125—5—175.	
39 Junior Co-operative Inspectors.	11	65—2—85—1—90.		110—3—140.	
40 Tamil Pandit	1	40 (Fixed)		70.	
41 Drawing Master	1	40 (Fixed)		70.	
42 Hindi Pandit	1	40 (Fixed)		70.	
43 Craft Instructor	1	40 (Fixed)		70.	
44 Physical Education Instructor.	1	50—2—70—2½—95.		90—4—110—3—140 plus Rs. 5 special pay.	

HARIJAN WELFARE DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
45 Deputy Sevaks	98	80 (Fixed)	plus	} No change.	
		Fixed Travelling Allowance Rs. 25	per mensem.		
46 Social Workers	30	100 (Fixed)	plus	} No change.	
		Fixed Travelling Allowance Rs. 10	per mensem.		
47 Women Attendants	15	50 (Fixed)		No change.	
48 Social Organisers	6	30—1—40		65—1—70—2—90.	
49 Tutors-cum-Wardens	10	85—5—125—10—175.		140—5—180—10—250.	
50 Tutors-cum-Wardens	2	80—5—120—10—140.		140—5—180—10—250.	
51 Tutor-cum-Warden	1	80—3—95—5—110.		125—5—175.	
52 Tutors-cum-Wardens	9	45—3—60—2—90.		90—4—110—3—140.	
53 Wardens	87	45—3—60—2—90.		90—4—110—3—140.	
54 Assistant Matron	1	30—1—50		65—1—70—2—90.	
55 Matrons	22	45—3—60—2—90.		90—4—110—3—140.	
56 Jeep Drivers	8	35—1—45		70—1—80.	
57 Maistry	1	24—1—30		55—1—70.	
58 Luscars	10	18—1—25		50—1—60.	
59 Health Visitor	1	30—1—50		80—3—110—2—120.	
60 Chainmen	26	15—1—20		50—1—60	
61 Instructors (Industrial)	2	50		80—2—100.	
62 Part-time Tutors	5	15		} Being part-time posts no change proposed.	
63 Part-time Warden	1	25			
64 Honorary Warden	1	50			
65 Night School Teachers	16	20			
66 Night School Teachers	4	15		} 150—5—175—10—225—15—375.	
67 Librarians	24	15			
68 Supervisor	1	100—5—150—10—250.		150—5—175—10—225—15—375.	
69 Special Deputy Collector	1	300—50/2—700		375—25—800.	
70 District Welfare Officers (in the grade of Deputy Collectors).	10	300—50/2—700		375—25—800.	
71 Personal Assistant to the Director of Harijan Welfare.	1	300—700		375—25—800.	
72 Additional Personal Assistants to Special Deputy Collectors.	3	300—700		375—25—800.	
73 Director of Harijan Welfare	1	I.A.S. Cadre .. ..		....

DIRECTOR OF LEGAL STUDIES.

(Chapter LIII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	11	18—1—25		50—1—60.	
2 Duffadar	1	22—1—30		50—1—60 plus special pay of Rs. 5.	
3 Attender, Grade I	1	24—1—35		55—1—70.	
4 Attenders, Grade II	4	22—1—30		55—1—70.	

DIRECTOR OF LEGAL STUDIES—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
5 Steno-typists	2	45—3—60—2—90.	90—4—110—3—140.
6 Lower Division Clerks ..	4	45—3—60—2—90.	90—4—110—3—140.
7 Head Clerk	1	80—3—95—5—110.	125—5—175.
8 Sergeant	1	35—3—50—EB—3—80.	70—2—100.
9 Librarian	1	45—3—60—2—90.	90—4—110—3—140.
10 Librarian (upgraded scale) ..	1	85—5—125—10—175.	140—5—180—10—250.
11 Physical Director, Grade II ..	1	100—5—140—10—190.	140—5—180—10—250.
12 Part-time Lecturers	11	300—100/3—500 ..	300—25—600.
13 Full-time Lecturer	1	350—50/2—800 ..	600—30—900.
14 Professors	3	500—50/2—700—75/2—1,000.	600—40—1,000—50—1,100.
15 Secretary to the Director of Legal Studies.	1	230—30/2—260—40/2—500.	300—25—800.
16 Director of Legal Studies ..	1	District and Sessions Judge, Grade I scale (Rs. 3,000).	....

OFFICE OF THE MILK COMMISSIONER.

(Chapter LIV.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
1 Peons	4	18—1—25	50—1—60.
2 Typists	2	45—3—60—2—90.	90—4—110—3—140.
3 Lower Division Clerks ..	2	45—3—60—2—90.	90—4—110—3—140.
4 Upper Division Clerk ..	1	80—5—110.. ..	} 125—5—175.
5 Upper Division Clerks ..	2	80—125	
6 Accountant	1	110 (Fixed) ..	125—5—175.
7 Junior Superintendent ..	1	140—5—190 ..	180—5—200—10—300.
8 Van Cleaners	2	15—1—20	50—1—60.
9 Attenders and Van Attenders.	8	24—1—35	55—1—70.
10 Jeep Driver	1	35—1—45	70—1—80.
11 Assistant Boilerman	1	24—1—32— $\frac{1}{2}$ —35.	55—1—70.
12 Boilerman	1	35—2—55—1—60.	70—2—100.
13 Tinker	1	35—2—55—1—60.	70—2—100.
14 Compressermen	2	35—2—55—1—60.	70—2—100.
15 Wireman	1	35—2—55—1—60.	70—2—100.
16 Van Drivers	5	40—1—50	75—1—85.
17 Van Mechanic	1	40—1—50	75—1—85.
18 Electrician	1	90—5—120.. ..	150—5—200.
19 Electrical Foreman	1	150—10—240 ..	175—10—225—15—375.
20 Supervisors	2	100—5—150—10—200.	150—5—175—10—225—15—300.
21 Manager	1	175—5—190—10—250.	225—15—375.
22 Special Officer for Milk ..	1	260—40/2—700 ..	375—25—800.
23 Milk Commissioner	1	Senior time-scale of the I.A.S.	....

MADRAS RECORD OFFICE.

(Chapter LV.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	4	18—1—25	50—1—60.		
2 Assistant Durwan	1	18—1—25	50—1—60.		
3 Durwan	1	24—1—30	50—1—60 plus special pay Rs. 5.		
4 Attenders	42	24—1—35	55—1—70.		
5 Typists	3	45—3—60—2—90.	90—4—110—3—140.		
6 Lower Division Clerks ..	4	45—3—60—2—90.	90—4—110—3—140.		
7 Upper Division Clerks ..	10	80—3—95—5—125.	125—5—175.		
Do.	3	80—5—110—3—125.	125—5—175.		
8 Menders	6	30—2—50	70—2—100.		
9 Binder	1	35—3—50	70—2—100.		
10 Office Assistants	4	140—5—190	180—5—200—10—300 if he has supervisory work. Otherwise Rs. 180—5—200—10—250.		
11 Research Assistant	1	190—10—240	180—5—200—10—300.		
12 Superintendent	1	190—10—240	180—5—200—10—300.		
13 Assistant Curator	1	250—25/2—300	300—15—450.		
14 Curator	1	400—40/2—600—50/2—800.	525—25—850.		

OFFICIAL LANGUAGE COMMITTEE.

(Chapter LVI.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	6	18—1—25	50—1—60.		
2 Typists and Steno-typists ..	3	45—3—60—2—90.	90—4—110—3—140.		
3 Lower Division Clerk ..	1	45—3—60—2—90.	90—4—110—3—140.		
4 Upper Division Clerks ..	2	80—5—110—3—125.	125—5—175.		
5 Instructors (Government Typewriting Institute).	4	100 plus Rs. 25 (Fixed).	No change.		
6 Chief Instructor (Government Typewriting Institute).	1	200—10—400 plus Rs. 50.	250—10—300—15—450—25—500 plus Rs. 50.		
7 Secretary	1	700	No change.		
8 Special Officer	1	700	No change.		

OFFICE OF THE PAYMASTER, CARNATIC STIPENDS.

(Chapter LVII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peon	1	18—1—25	50—1—60.		
2 Hammani	1	18—1—25	50—1—60.		
3 Attender	1	24—1—35	55—1—70.		
4 Clerk-cum-Typist	1	45—3—60—2—90.	90—4—110—3—140.		
5 Manager	1	80—5—110	125—5—175.		

PAY AND ACCOUNTS OFFICE.

(Chapter LVIII.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons	34	18—1—25	50—1—60.		
2 Binders	2	18—1—25	50—1—60.		
3 Attenders	11	24—1—35	55—1—70.		
4 Lower Division Clerks, Machinists, Typists, Steno-typists, Comptists and Telephone Operators.	71	45—3—60—2—90.	90—4—110—3—140.		
5 Upper Division Clerks	154	80—5—110—3—125.	125—5—175.		
6 Junior Superintendents	12	140—5—190	180—5—200—10—300.		
7 Accountants and Senior Superintendents.	12	190—10—240	180—5—200—10—300.		
8 Assistant Pay and Accounts Officers.	5	300—50/2—700	375—25—800.		
9 Pay and Accounts Officer	1	800—100/2—1,200.	900—50—1,200.		

WOMEN'S WELFARE DEPARTMENT.

(Chapter LIX.)

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
1 Peons including Chowkidars ..	26	18—1—25	50—1—60.		
2 Attenders	2	24—1—35	55—1—70.		
3 Lower Division Clerks	37	45—3—60—2—90.	90—4—110—3—140.		
4 Typists and Steno-typists	3	45—3—60—2—90.	90—4—110—3—140.		
5 Upper Division Clerks	4	80—5—110	125—5—175.		
6 Accountants	2	80—3—95—5—110.	125—5—175.		
7 Superintendent	1	140—5—190	180—5—200—10—300.		

WOMEN'S WELFARE DEPARTMENT—cont.

Serial number and designation.	Number of posts.	Existing scale.	Now scale.
		RS.	RS.
8 Driver	1	35—1—45	70—1—80.
9 P.T. Instructor	1	45—2—75	90—4—110—3— 140.
10 Secondary Grade Teachers ..	4	45—3—60—2—90.	90—4—110—3— 140.
11 Hindi Teacher	1	45—3—60—2—90.	90—4—110—3— 140.
12 Music Teacher	1	45—3—60—2—90.	90—4—110—3— 140.
13 Nursery Teacher	1	45—3—60—2—90.	90—4—110—3— 140.
14 Tamil Pandit	1	45—3—60—2—90.	90—4—110—3— 140.
15 L.T. Assistant	1	85—5—125—10— 175.	140—5—180—10— 250.
16 Women's Welfare Organisers	47	45—3—60—5—90.	90—4—110—3— 140.
17 Junior Matron	1	45—3—60—5—90.	90—4—110—3— 140.
18 Matron	1	80—3—95—5—110.	125—5—175.
19 Maternity Assistants ..	6	40—3—55—1—70.	80—3—110—2—120.
20 Skilled Assistants	12	50—3—80	90—4—110—3—140.
21 Skilled Assistant	1	50 (Consolidated).	} No change.
22 Attender	1	40 (Consolidated).	
23 Craft Instructor	1	80 (Consolidated).	
24 Instructors of Work Centre ..	2	60 (Consolidated).	
25 Instructors of Work Centre ..	2	65 plus special D.A. Rs. 12.	No change.
26 Instructor of Work Centre ..	1	75 (Consolidated) ..	No change.
27 Instructor of Work Centre ..	1	100 (Consolidated).	No change.
28 Instructor of Work Centre ..	1	125 (Consolidated).	No change.
29 Sub-Editor	1	120—5—180	140—5—220.
30 Assistant Women's Welfare Officers and Personal Assis- tants to the Director of Women's Welfare.	13	160—5—200—10— 240.	180—5—200—10— 300.
31 Superintendent, Service Home.	1	165—5—205—10— 245.	180—5—200—10— 300.
32 Director of Women's Welfare.	1	300—50/2—700 (500—50—1,000 for the existing incumbent).	375—25—800.

MADRAS FIRE SERVICE BRANCH.

(Chapter LX.)

Serial number and designation.	Number of posts.	Existing scale.	Now scale.
		RS.	RS.
1 Peons	7	18—1—25	50—1—60.
2 Attenders	2	24—1—35	55—1—70.
3 Lower Division Clerks ..	25	45—3—60—2—90.	90—4—110—3— 140.
4 Typists and Steno-typists ..	6	45—3—60—2—90.	90—4—110—3— 140.

MADRAS FIRE SERVICE BRANCH—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
5 Upper Division Clerks	11	80—5—110	..	125—5—173.	
6 Accountants	4	80—5—110—3—125.	..	125—5—175.	
7 Junior Superintendents	2	140—5—190	..	180—5—200—10—300.	
8 Senior Superintendent	1	190—10—240	..	180—5—200—10—300.	
9 Firemen	1,361	20— $\frac{1}{2}$ (A)—30	..	55—1—70.	
10 Leading Firemen	199	30—1—40 ..	..	65—1—70—2—90.	
11 Fireman Drivers	399	30—1—40 ..	..	65—1—70—2—90.	
12 Fireman Mechanics	8	30—1—40 ..	..	65—1—70—2—90.	
13 Fireman Carpenter	1	30—1—40 ..	..	65—1—70—2—90.	
14 Driver Mechanics	58	35—1—45 ..	..	80—2—100.	
15 Telephone Operators	113	45—3—60—2—90.	..	90—4—110—3—140.	
16 Time-Keeper	1	45—3—60—2—90.	..	90—4—110—3—140.	
17 Welder	1	50—2—60 ..	..	80—2—100.	
18 Sub-Officers	55	70—3—130..	..	120—3—150—5—175.	
19 Engineer Sub-Officers	2	70—3—130..	..	120—3—150—5—175.	
20 Station Officers	8	150—5—200	..	200—5—240—10—270.	
21 Engineer Station Officer	1	150—5—200	..	200—5—240—10—270.	
<i>State Services.</i>					
22 District Fire Officers, Grade II.	6	250—10/2—300	..	300—15—450.	
23 District Fire Officers, Grade I ..	2	300—30/2—450	..	350—25—650.	
24 Chief Fire Officers	2	600—100/2—1,000.	..	700—50—1,100.	

INDUSTRIAL WORKERS.

(Chapter LXIII.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
PUBLIC WORKS DEPARTMENT WORKSHOP.			
1 Mazdoors	122	20—1—30	50—1—60.
2 Syrang Mazdoors	40	25—1—35	55—1—70.
3 Hammermen	13	25—1—35	55—1—70.
4 Semi-skilled Workmen	36	25—1—35	55—1—70.
5 Moulders (Foundry), Packers, etc.	92	30—1—40	65—1—75.
6 Chucklers, Electricians, etc. ..	78	40—1—50	75—1—85.
7 Fitters, Grade I, Turners, Grade I, etc.	45	50—2—60	80—2—100.

INDUSTRIAL WORKERS—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
PUBLIC WORKS DEPARTMENT WORKSHOP— <i>cont.</i>			
8 Masons	3	30—1—50	65—1—70—2—90.
9 Artisans (Special)	10	60—3—75	90—3—105—4— 125.
10 Chargemen	10	70—5—115	100—5—150.
11 Motor Lorry Drivers	3	40—1—50.	75—1—85.
12 Works Clerks	18	35—2—65	<div> <div>90—3—105—4— 125 (Stores).</div> <div>80—2—100 (others).</div> </div>
13 Superior Works Clerks	5	45—90	90—4—110—3— 140.
14 Yard Maistry	1	25—1—35	55—1—70.
15 Gate Watchmen	13	18— $\frac{1}{2}$ —25	50—1—60.
16 Watchmen, Sweepers and Chokras.	11	18— $\frac{1}{2}$ —25	50—1—60.

HIGHWAYS WORKSHOP (TRANSPORT AND MACHINERY REPAIR YARDS).

17 Tool Boys, Oilmen, etc. ..	468	15—1—25 ..	..	50—1—60.	
18 Fitters, Electricians, Grade II (Semi-skilled), etc.	40	20—1—30 ..	..	55—1—70.	
19 Moulders, Grade II, Hammermen, etc.	36	25—1—30 ..	..	55—1—70.	
20 Welders, Grade III, Turners, Grade, III, etc.	60	30—1—40 ..	..	65—1—75.	
21 Drivers (Lorry, Jeep, Van and Wheel Tractor).	157	40—1—50—2—60.	{	70—1—80 (Jeep), 75—1—85 (Lorry).	
22 Drivers (Diesel Roller and Steam Roller).	277	40—1—50—2—60.		80—2—100.	
23 Operators	123	40—1—50—2—60.		75—1—85.	
24 Welders (Gas), Grade II, Welders (Electric), Grade II, etc.	79	40—1—50 ..	..	75—1—85.	
25 Welders (Gas), Grade I, Welders (Electric), Grade I, etc.	56	50—2—60 ..	..	80—2—100.	
26 Drivers (Grader), Grade II ..	5	60—2—80 ..	..	90—3—105—4—125.	
27 Drivers (Bull Dozer), Grade II.	3	60—2—80 ..	..	90—3—105—4—125.	
28 Drivers (Grader), Grade I ..	5	80—2—100	..	125—3—140—5—150.	
29 Drivers (Bull Dozer), Grade I.	3	80—2—100	..	125—3—140—5—150.	
30 Works Clerks, etc.	36	45—90 ..	..	90—140.	
31 Chargemen	3	70—3—100	..	125—3—140—5—150.	
32 Foremen	19	100—5—150	..	150—5—200.	
33 Gate Sergeant	1	50—2—70 ..	..	65—1—70—2—90.	

AGRICULTURE ENGINEERING WORKSHOP.

34 Hammerman	1	15—1—28 ..	..	50—1—60.	
35 Pumping and Motor Attendants.	11	15—1—28 ..	..	50—1—60.	
36 Engineering Maistris	3	16—1—28 ..	..	50—1—60.	
37 Fitter Helper	1	18—1—25 ..	..	50—1—60.	
38 Blacksmith	1	22—1—38 ..	..	55—1—70.	
39 Fitters	7	23—1—37 ..	..	55—1—70.	
40 Carpenters	2	23—1—37 ..	..	55—1—70.	

INDUSTRIAL WORKERS—*cont.*

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
AGRICULTURE ENGINEERING WORKSHOP—cont.					
41 Helper to Wireman	1	25—1—35 ..	..	55—1—70.	
42 Gasmen	6	25—1—40 ..	..	55—1—70.	
43 Coppersmith	1	26—1—38 ..	..	55—1—70.	
44 Carpenter	1	30—1—40 ..	..	60—1—75.	
45 Carpenter-cum-Pattern Maker.	1	30—1—40 ..	..	60—1—75.	
46 Wiremen	2	30—1—45 ..	..	65—1—75.	
47 Hammerman	1	30—1—50 ..	..	65—1—75.	
48 Turner	1	40—2—50 ..	..	75—1—85.	
49 Borewell Foremen, etc. ..	129	40—2—60 ..	..	80—2—100.	
50 Mechanics, Grade II	15	45—3—60 ..	..	80—3—110.	
51 Blacksmiths, Machinists, etc.	10	40—3—70 ..	..	80—3—110.	
52 Head Fitters, Electricians, etc.	6	45—3—75 ..	..	80—3—110.	
53 Welders	2	50—2—60 ..	plus special pay of Rs. 10.	80—2—100 ..	plus special pay of Rs. 10.
54 Miller	1	50—2—60 ..	..	80—2—100.	
55 Moulder	1	50—2—60—3—75..	..	80—3—110.	
56 Welder	1	60 (Fixed) ..	..	80—2—100.	
57 Junior Mechanics	8	55—3—85 ..	..	90—3—105—4—125.	
58 Assistant Drillers	31	60—2—70—EB—2—80.	..	90—3—105—4—125.	
59 Mechanics, Grade I	9	60—3—90 ..	..	90—3—105—4—125.	
60 Assistant Agricultural Engineering Foremen.	15	60—5—100 ..	..	100—5—150.	
61 Senior Mechanics	14	70—3—100..	..	110—3—140.	
62 Drillers	24	80—2—90—EB—2—100.	..	125—3—140—5—150.	
63 Mechanics, Grade I, etc. ..	8	90—3—105—5—120	..	125—3—140—5—150.	
64 Air Compressor Mechanics, etc.	13	90—3—120 ..	..	125—3—140—5—150.	
65 Agricultural Engineering Foremen.	18	85—5—150 ..	..	125—5—175—10—225.	
66 General Foreman	1	90—5—130—10—150.	..	125—5—175—10—225.	
67 Drill Supervisors	2	120—5—180 ..	..	150—5—175—10—225.	
68 Blasting Supervisors	6	100—5—150—10—250.	..	150—5—175—10—225—15—375 if L.C.E. or B.E.	
69 Diesel Mechanic-cum-Fitter.	1	150—10—250 ..	..	200—10—300.	
70 General Foreman	1	180—5—200—10—240.	..	225—15—300.	

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	
WORKERS IN THE GOVERNMENT PRESS.					
1 Junior Binding Boys, Junior Binders, etc.	806	30—2—50	.. ..	70—2—100.	
2 Junior Foundry Workers ..	39	30—2—50	.. ..	70—2—100.	
3 Senior Binders	6	35—2—55	.. ..	70—2—100.	
4 Junior Binders working on cutting machines.	30	35—2—55	plus Rs. 5 special pay.	70—2—100	plus Rs. 5 special pay.

INDUSTRIAL WORKERS—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
WORKERS IN THE GOVERNMENT PRESS— <i>cont.</i>			
5 Junior Machinememen and Senior Foundry Workers.	170	35—2—55	70—2—100.
6 Junior Mechanics, etc. ..	353	35—2—55—1—65..	70—2—90—3—105.
7 Assistant Operator	1	35—2—45—1—55..	70—2—100.
8 Gate-Keeper	1	35—3—50	70—2—100.
9 Top Senior Binders, etc. ..	250	40—2—60—EB— 2—70.	80—3—110.
10 Hand Compositors	480	40—2—60—3—75..	80—3—110.
11 Imposers	259	40—3—55—4—75— 5—80.	90—3—105—4—125.
12 Welder-cum-Mechanics, Senior Mono-type Casting Attendants and Junior Readers.	98	45—3—60—2½—85.	90—3—105—4—125.
13 Junior Foremen, Computers Lorry Drivers.	138	45—3—60—2½—85.	90—4—110—3—140.
14 Junior Mechanic (Stationery).	1	45—3—60—2—90.	90—3—105—4— 125.
14-A Senior Mechanics and Senior Mechanics (Monotype).	6	45—3—60—2½—85.	
15 Woman First-Aider, First Aiders, etc.	3	45—3—60	80—3—110.
16 Machine Maistries, etc. ..	29	70—4—110	100—5—150.
17 Fitter Maistries, etc.	78	90—5—130—10— 150.	125—5—175—10— 225.
18 Varitype Operators, Monotype and Linotype Operators, etc.	69	100—5—150	140—5—220.
19 Assistant to Electrical and Mechanical Engineer.	1	120—5—170	150—5—175—10— 225.
20 Top Senior Foremen and Top Senior Readers.	17	120—10—170	175—10—225.
21 General Foremen	3	140—10—190	200—5—240—10— 270.
22 Head Readers, etc.	4	150—10—200	200—10—300.
23 Manager (Stationery)	1	170—10—220	180—5—200—10— 300.
24 Office Manager (Press)	1	190—10—240	180—5—200—10— 300.
25 Motor Cycle Rider	1	30—1—40	70—1—80.
26 Shroffs	4	30—1—50	65—1—70—2—90.
27 Castmen	2	24—1—32—½—35..	55—1—70.
28 Packing Attendants, etc. ..	10	24—1—35	55—1—70.
29 Watchmen	19	20—1—30	50—1—60.
30 Lorry Cleaner	1	20—1—25	50—1—60.
31 Lorry Cleaner	1	15—1—25	50—1—60.
32 Lorry Cleaner	1	15—1—20	50—1—60.
33 Woman Sweeper	1	15—1—20	50—1—60.
34 Packers, etc.	40	18—1—25	50—1—60.
35 Cycle Messengers	2	18—½—25	50—1—60.
36 Mazdoors, Sweepers, etc. ..	243	15—¼—20	50—1—60.

Serial number and designation.	Number of posts.	Existing scale.		New scale.	
		RS.		RS.	

STATE TRANSPORT DEPARTMENT.

Operation Subordinate Service.

1 Fitter Mazdoors	57	20—1—35	55—1—70.
2 Helpers	50	20—1—35	55—1—70.
3 Scrubbers	13	20—1—35	55—1—70.
4 Lubricating Assistants	26	20—1—35	55—1—70.
5 Cleaners	281	20—1—35	55—1—70.
6 Hammermen	48	25—1—35	55—1—70.

INDUSTRIAL WORKERS—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
STATE TRANSPORT DEPARTMENT—cont.			
Operation Subordinate Service—cont.			
7 Fitters, Grade II	161	30—1½—48	.. 70—2—90.
8 Blacksmiths, Grade II	22		
9 Turners, Grade II	13		
10 Tinkers, Grade II	56		
11 Carpenters, Grade II	62		
12 Painters, Grade II	25		
13 Liners, Grade II	22		
14 Tyremen, Grade II	21		
15 Fitters, Grade I	94		
16 Bench Fitters, Grade II	4		
17 Radiator Fitters	6	40—2—60 80—2—100.
18 Blacksmiths, Grade I	25		
19 Moulders	3		
20 Turners, Grade I	7		
21 Tinkers, Grade I	43		
22 Welders, Grade I	12		
23 Carpenters, Grade I	41		
24 Spray Painters	6		
25 Painters, Grade I	17		
26 Liner (Cutter)	1			60—2—80 ..	.. 90—3—105—4— 125.
27 Liners (Tailor)	2		
28 Liners, Grade I	7		
29 Tyremen, Grade I	3		
30 Machinists, Grade II	6		
31 Lubricating Inspectors	2		
32 Drivers (Workshop)	5		
33 Electricians, Grade II	29		
34 Batteryman	1		
35 Electroplater	1		
36 Tyre Retreaders, Grade II	2	80—2½—100	.. 125—3—140—5— 150.
37 Boiler Attendant, Grade II	1		
38 Mechanics, Grade II	37		
39 Bench Fitters, Grade I	2		
40 Blacksmithy Maistries	2		
41 Reborer	1		
42 Tinker Maistries	2		
43 Welders, Grade I	8		
44 Carpentry Maistry, Grade I	1		
45 Painter Maistry	1		
46 Liner Maistry	1	90—5—140	.. 150—5—200.
47 Tyreman Maistry	1		
48 Tyre Vulcanisers	2		
49 Machinists, Grade I	2		
50 Parking Controllers	2		
51 Electricians, Grade I	16		
52 Winders	2		
53 Tyremen, Grade I	2		
54 Boiler Attendant	1		
55 Machine Shop Maistry	1		
56 Machinists, Grade I	26	100—5—150	.. 150—5—200.
57 Maistries (General)	6		
58 Foremen, Grade II	11		
59 Foremen, Grade I	21		
60 Conductors	986		
61 Drivers	1,011	40—2—60 { 70—2—90 (90 per cent of the posts). 80—3—110 (10 per cent of the posts). 80—2—100 (90 per cent of the posts). 90—3—105—4—125 (10 per cent of the posts).

70—2—90 (90 per cent of the posts).
80—3—110 (10 per cent of the posts).
80—2—100 (90 per cent of the posts).
90—3—105—4—125 (10 per cent of the posts).

EMPLOYEES OF LOCAL BODIES.

(Chapter LXIV.)

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
DISTRICT BOARDS.			
1 Secretary	1	150—5—200 ..	200—5—240—10—270.
Secretaries	10	200—10—300 ..	250—15—400.
2 District Board Educational Officers.	{ 2	150—10—200 ..	200—10—250.
		4	165—5—205—10—245.	225—10—275—15—350.
3 Lower Division Clerks ..	950	45—2—85	90—3—120—2—140.
4 Typists and Steno-typists ..	43	45—2—85	90—3—120—2—140.
5 Upper Division Clerks ..	138	70—3—85—5—100.	110—5—150.
6 Superintendents	69	90—5—105—3—120.	125—5—175.
7 Revenue Officers	3	90—5—105—3—120.	125—5—175.
8 Chatram Tahsildar	1	125—5—150 ..	150—5—200.
9 Librarians	12	35—2—45—1—55.	70—2—100.
10 Chatram Revenue Inspectors.	2	45—2—85	90—3—120—2—140.
11 Licence Inspectors	76	60—3—90—4—130.	100—5—200.
12 Sanitary Inspectors	19	60—3—90—4—130.	100—5—200.
13 Field Assistants	12	25—2—45	55—1—60—2—80.
14 Attenders	318	24—1—35	55—1—70.
15 Peons	1,485	18—1—25	50—1—60.
16 Duffadars	7	22—1—30	50—1—60 plus 5.
17 Laboratory and Library Attenders.	198	22—1—30	55—1—70.
18 Mechanic	1	35—2—55—1—60.	70—2—100.
19 Attenders, Weaving and Book Binding.	8	16— $\frac{1}{2}$ —25	50—1—60.
20 Bill Collectors	9	25—1—35	55—1—70.
21 Town-Planning and Building Inspector.	1	60—3—90	100—5—150.
22 District Scout Organiser ..	1	60—5—100	100—5—150.
23 Health Educationist	1	65—2 $\frac{1}{2}$ —90	100—5—150.
24 Cinema Operator	1	50—2—90	90—3—105—4—125.
25 Drivers	5	40—1—50	75—1—85.
26 Jeep Drivers	{ 3	35—1—45	70—1—80.
		4	40—1—50 .. ..	75—1—85.
27 Cleaner	1	18—1—25	50—1—60.
28 Library Attenders	5	30—1—50	65—1—70—2—90.
29 Principal, Rajah's College, Tiruvaiyaru.	1	100—10—200 ..	200—10—300.
30 Professors, Rajah's College, Tiruvaiyaru.	8	75—5—125	140—5—180—10—250.
31 Thevaram Instructor	1	40—1—60	80—2—100.
32 Chatram Managers	{ 6	24—1—32— $\frac{1}{2}$ —35.	55—1—70.
		7	20— $\frac{1}{2}$ —25 .. ..	50—1—60.
33 Chatram Accountant	1	16— $\frac{1}{2}$ —25	50—1—60.
34 Butler	1	16— $\frac{1}{2}$ —25	
35 Health Assistants	330	45—2—55—1—75.	90—3—105—4—125.
36 Maternity Assistants ..	193	35—2—55—1—65.	80—3—110—2—120.
37 Ayahs	184	12—1—16	50—1—60.
38 Health Visitors	15	70—3—130	125—5—200.
39 Resident Matrons	2	50—2—90	90—4—110—3—140.

EMPLOYEES OF LOCAL BODIES—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
DISTRICT BOARDS—cont.			
40 Medical Officers	6	120—10—240 ..	G.C.I.M.'s scale.
41 Women Medical Officers ..	3	200—25/2—400 ..	300—15—450—25—575.
42 Lower Grade Teachers ..	94	23—1—33 ..	55—1—70.
43 Secondary Grade Teachers ..	{ 6,827	45—2—85 ..	90—4—110—3—
	{ 1,715	45—3—60—2—90.	140.
44 Higher Grade Teachers ..	27,398	30—1—45 ..	65—1—70—2—90.
45 L.T. Assistants	{ 1,567	85—175 ..	140—5—180—10—
	{ 317	75—5—145 ..	250.
46 Headmasters	{ 82	150—10—200 ..	225—10—275—15—
	{ 299	165—245 ..	350 plus Rs. 20 or Rs. 30.
47 Tamil Pandits, Grade I ..	{ 124	75—5—145 ..	140—5—180—10—250.
	{ 10	60—4—120 ..	100—5—175
48 Tamil Pandits, Grade II ..	{ 188	45—2—85 ..	90—4—110—3—
	{ 62	40—1½—70 ..	140.
	{ 30	40—1—60 ..	140.
49 Tamil Pandits	265	85—5—120—10—175.	140—5—180—10—250.
	5	65—5—130 ..	100—5—175.
	484	45—3—60—2—90..	90—4—110—3—
	166	45—2—75 ..	140.
50 Telugu Pandits	3	85—5—125—10—175.	140—5—180—10—250.
	4	45—2—85 ..	90—140.
	5	45—2—75 ..	..
	4	75—5—145 ..	140—5—180—10—
51 Hindi Pandits	3	75—5—145 ..	250.
	96	45—2—85 ..	90—4—110—3—
	2	40—1½—70 ..	140.
	11	85—5—125—10—175.	140—5—180—10—250.
	1	65—5—130 ..	125—5—175.
	263	45—3—60—2—90.	90—4—110—3—
	7	40—2—80 ..	140.
52 Sanskrit Pandits	6	75—5—145 ..	140—5—180—10—
	3	85—5—120—10—175.	250.
	2	60—4—120 ..	100—5—175.
	2	45—2—85 ..	90—4—110—3—
	1	40—1½—70 ..	140.
	6	45—2—75 ..	..
53 Urdu Munshis	1	75—5—145 ..	140—5—180—10—
	5	85—5—125—10—175.	250.
	1	60—4—100 ..	100—5—175.
54 Craft Instructors	49	60—4—120 ..	100—5—175.
	20	50—2—70—2½—95.	..
	212	50—2—90 ..	90—4—110—3—
	24	45—2—85 ..	140.
	1	30—1—45 ..	65—1—70—2—90.
	3	60—4—100 ..	100—5—175.
	6	40—1½—70 ..	90—4—110—3—140.
55 Urdu Trained Teachers ..	2	30—1—45 ..	65—1—70—2—90.
56 Physical Education Teachers.	206	50—2—70—2½—95.	..
	414	45—2—75 ..	90—4—110—3—
	9	45—3—60—2—90.	140.
	9	50—2—90 ..	..
57 Physical Directors	4	85—5—125—10—175.	140—5—180—10—
	3	75—5—145 ..	250.

EMPLOYEES OF LOCAL BODIES—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
DISTRICT BOARDS—cont.			
58 Drawing Masters	19	50—2—90	90—4—110—3— 140.
	137	45—2—85	
	262	45—3—60—2—90.	
59 Music Teachers	15	50—2—90	90—4—110—3— 140.
	11	45—2—85	
	14	45—3—60—2—90.	
	2	40—1½—70	140—5—180—10— 250.
60 Secretarial Assistants ..	4	75—5—145	
	12	85—5—125—10— 175.	
	2	50—2—70—2½—95.	90—4—110—3— 140.
61 Commercial Instructors ..	5	50—2—90	
	25	60—4—100	
62 Senior Instructor	1	90—3—120	100—5—150.
63 Engineering Instructors (B.E.).	10	150—10—250	125—5—175.
64 Senior Engineering Instructors.	21	100—5—150—10— 200.	225—15—375.
	3	100—5—150—10— 220.	150—5—175—10— 225—15—375.
65 Instructors in Engineering ..			
	1	40—1½—70	
66 Sewing Maistry	5	75—5—145	80—3—110.
67 Assistant Engineering Instructors.	7	85—5—125—10— 175.	140—5—180—10— 250.
	2	45—2—85	
68 Mechanics	16	45—3—60—2—70.	
69 Senior Mechanics	3	45—3—60	90—3—105—4— 125.
	5	40—2—50	80—3—110.
70 Junior Mechanics	17	40—2—50—1—55.	
	21	30—1—40	
71 Engineering Attenders ..	5	30—1—50	65—1—70—2—90.
	8	75—5—145	
72 Agricultural Instructors ..	16	85—5—125—10— 175.	
	10	100—5—140—10— 220.	200—10—250—15— 400.
73 Pre-vocational Instructors ..	309	30—1—45	65—1—70—2—90.
74 Weaving Instructors	36	45—2—85	90—4—110—3— 140.
75 Sewing Mistresses	5	45—3—60—2—90.	
	2	50—2—90	
76 Senior Instructor in Textile ..	1	85—5—125—10— 175.	140—5—180—10— 250.
77 Junior Instructor in Textile ..	1	50—3—80	90—3—105—4— 125.
	3	30—1—40	65—1—70—2—90.
78 Attenders in Textile	3	18—½—25	50—1—60.
79 Labourers in Textile	1	180—5—200—10— 240.	225—15—375.
80 Industrial School Superintendent.			
81 Assistant Superintendent ..	1	125—5—150	175—5—225.
82 Auto Supervisory Instructor.	1	80—3—110	125—3—140—5— 150.
	1	70—3—100	110—3—140.
83 Auto Foreman	7	90—3—120	125—5—175.
84 Senior Instructors	1	40—1—45	75—1—85.
85 Driver	2	12—½—16	50—1—60.
86 Attenders	11	150—10—350	300—15—450—25— 575.
87 Women Assistant Surgeons..	20	150—10—300	
88 Local Fund Assistant Surgeons.		80—5—150	
	211	100—5—150—10— 200.	150—5—175—10— 225—15—300.
89 Medical Officers			175—10—225—15— 375.

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
DISTRICT BOARDS— <i>cont.</i>			
90 Maternity Assistants ..	291	35—2—55—1—65.	80—3—110—2—120.
91 Staff Nurses	12	50—3—95	} 90—4—110—3—140.
92 Pharmacists	260	40—2—50—1—65.	
93 Nursing Orderlies	465	19— $\frac{1}{2}$ —25	} 50—1—60.
	5	14— $\frac{1}{2}$ —20	
94 Cooks	4	20— $\frac{1}{2}$ —30	55—1—70.
95 Nurses	2	50—3—65—2—75.	90—4—110—3—140.
96 Cleaners	20	15— $\frac{1}{2}$ —20	50—1—60.

MUNICIPALITIES.

Ministerial and last grade service.

1 Peons	1,498	18—1—25		50—1—60.	
2 Library Peons	1	18— $\frac{1}{2}$ —25		50—1—60.	
	9	25—1—35		55—1—70.	
3 Duffadars	17	22—1—30		50—1—60 plus Rs. 5.	
4 Attenders	265	24—1—35		55—1—70.	
	5	24—1—30		55—1—70.	
5 Reading Room and Laboratory Attenders.	26	22—1—30		55—1—70.	
6 Engineering Attenders ..	5	30—1—40		65—1—70—2—90.	
7 Clerical Attenders	14	22—1—30		55—1—70.	
	3	24—1—33		55—1—70.	
8 Attenders	16	24—1—32—1—35.		55—1—70.	
9 Laboratory Attenders ..	3	24—1—32—1—35.		55—1—70.	
	1	30—1—50		65—1—70—2—90.	
	5	22— $\frac{1}{2}$ —30		55—1—70.	
	1	25—1—35		55—1—70.	
	1	24—1—32		55—1—70.	
10 Library Attenders	1	22—1—30		55—1—70.	
	1	22— $\frac{1}{2}$ —30		55—1—70.	
11 Junior Textile Attenders ..	1	30—1—40		65—1—75.	
	2	50—3—80		90—3—105—4—125.	
12 Typists	111	45—2—85		90—3—120—2—140.	
13 Steno-typists	2	45—2—85		90—3—120—2—140.	
14 Lower Division Clerks ..	16	35—2—65		90—3—120—2—140.	
	1,297	45—2—85		90—3—120—2—140.	
	8	45—3—60—2—90.		90—3—120—2—140.	
15 Upper Division Clerks ..	1	70—3—85		110—5—150.	
	5	70—3—85—5—90.		110—5—150.	
	237	70—3—85—5—100.		110—5—150.	
16 Head Clerks and Superintendents.	7	90—3—105—5—120.		125—5—175.	

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
MUNICIPALITIES— <i>cont.</i>			
<i>Ministerial and last grade service—cont.</i>			
17 Managers	7	90—5—120 ..	125—5—175.
	22	90—5—110 ..	125—5—175.
	15	100—5—120 ..	125—5—175.
	1	100—5—150 ..	125—5—175.
	6	150—5—180 ..	200—5—240—10— 270.
	5	150—3—165—5— 180.	200—5—240—10— 270.
	1	150—3—165—5— 200.	200—5—240—10— 270.
	1	200—10—250 ..	250—15—400.
	5	200—10—300 ..	250—15—400.
18 Personal Assistant to Commis- sioners.	5	200—10—300 ..	250—15—400.

MUNICIPALITIES—GARDEN ESTABLISHMENT.

		RS.		RS.	
4 Park Supervisors	2	100—10/2—150	..	150—5—200.	
2 Park Superintendents	2	30—1—55	..	65—1—70—2—90.	
	6	60—2½—80	..	90—3—105—4— 125.	
	7	100—10/2—150	..	150—5—200.	
3 Avenue Maistris	1	20—1—30	..	50—1—60.	
	9	20—1—30—2—50.	..	55—1—75.	
4 Head Gardener	1	20—1—30	..	50—1—60.	
5 Cleaners	2	16—½—25	..	50—1—60.	
	9	16—1—25	..	50—1—60.	
	179	18—1—25	..	50—1—60.	
	6	20—1—25	..	50—1—60.	
6 Poor House Warden	1	45—2—85	..	90—3—120—2— 140.	
7 Painters	3	30—1—40	..	65—1—75.	

TOWN-PLANNING.

		RS.		RS.	
1 Town-Planning Officers	1	100—5—150—10— 250.	..	150—5—175—10— 225—15—375.	
	11	100—5—150—10— 180.	..	150—5—175—10— 225—15—300.	
	2	140—5—180	..	150—5—175—10— 225—15—300.	
	2	100—5—150	..	150—5—175—10— 225.	
	15	150—10—250	..	225—15—375.	
	7	260—30/2—380— 40/2—500.	..	350—25—650.	
2 Assistant Town-Planning Officer.	1	100—5—150—10— 180.	..	150—5—175—10— 225—15—300.	

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
TOWN-PLANNING— <i>cont.</i>			
3 Town-Planning Officers and Building Inspectors.	1	60—3—90.	100—5—150.
	82	70—3—115 ..	100—5—150.
	1	70—3—100 ..	100—5—150.
	1	70—5—150 ..	125—5—175—10—225.
4 Draughtsmen	17	70—3—115 ..	100—5—150.
	1	50—2—70	90—3—120—2—140.
	48	50—3—65—2—75..	90—3—120—2—140.
	1	70—5—150.. ..	125—5—175—10—225.
5 Surveyors	11	70—3—115	100—5—150.
6 Tracers	7	35—1—55	70—2—100.
	1	30—1—50	70—2—100.
7 Chainmen	116	18—1—25	50—1—60.
8 Town Survey Draughtsman.	1	65—2—75	90—3—120—2—140.

PUBLIC HEALTH DEPARTMENT.

1 Women Medical Officers, Grade I.	7	250—15—400	..	300—15—450—25—575.
2 Women Medical Officers, Grade II.	10	120—10—240	..	150—5—175—10—225—15—300.
3 Serologists	2	150—25/2—400	..	250—15—400—25—500.
4 Health Visitors	3	60—2—100	..	125—5—200.
	33	70—3—130	..	125—5—200.
5 Sanitary Inspectors	10	140—5—190	..	200—10—300.
	4	140—10—190	..	200—10—300.
	28	60—3—120	..	100—5—200.
	68	60—3—75—2—85.	..	100—5—200.
	76	60—3—90—4—130.	..	100—5—200.
6 Health Assistants	2	25—2—45 ..	..	55—1—60—2—80.
	8	45—2—85 ..	..	90—3—105—4—125.
	1	45—2—65 ..	..	90—3—105—4—125.
	1	45—2—75 ..	..	90—3—105—4—125.
	190	45—2—55—1—75.	..	90—3—105—4—125.
7 Vaccinators	36	45—2—55—1—75.	..	90—3—105—4—125.
8 Technicians	4	40—2—80 ..	..	80—3—110.
9 Maternity Assistants	200	35—2—55—1—65.	..	80—3—110—2—120.
10 Laboratory Assistants	4	40—2—60 ..	..	70—2—100.
	1	25—1—35 ..	..	55—1—70.
11 Field Assistants	45	25—2—45 ..	..	55—1—60—2—80.
	1	25—2—55 ..	..	55—1—60—2—80.
12 Conservancy Attenders	5	22—1—30 ..	..	55—1—70.
13 Ayahs	25	12— $\frac{1}{2}$ —16 ..	..	50—1—60.
	273	12—1—16 ..	..	50—1—60.
	1	12— $\frac{1}{2}$ —18 ..	..	50—1—60.

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.		Number of posts.	Existing scale.		New scale.
			RS.		RS.
PUBLIC HEALTH DEPARTMENT— <i>cont.</i>					
14 Laboratory Attenders	..	5	22— $\frac{1}{2}$ —30	.. ..	55—1—70.
15 Public Health Maistries.	..	45	18—1—25	.. ..	50—1—60.
16 Compounders .. ..	..	1	45—2—85	.. ..	90—4—110—3—140.
		1	35—1—50	.. ..	70—2—100.
		3	40—1—50	.. ..	70—2—100.
		57	40—2—50—1—65.	.. ..	80—2—100.
		2	40—1—55	.. ..	70—2—100.
17 Midwives .. ..	..	4	35—2—55	.. ..	80—3—110—2—120.
		19	35—2—55—1—65.	.. ..	80—3—110—2—120.
18 Sanitary Maistries	..	429	18—1—25	.. ..	50—1—60.
19 Malaria Assistant	..	1	25—2—45	.. ..	50—1—60—2—80.

ENGINEERING AND WATER WORKS ESTABLISHMENTS.

A. Water Works.

1 Water Works Superintendents.	2	150—10—240—15—300.	..	225—15—375.	
	1	70—3—100 ..	..	100—5—150.	
2 Water Works Supervisors ..	3	100—5—150 ..	..	150—5—175—10—225.	
	7	100—5—150—10—180.	..	150—5—175—10—225—15—300.	
	1	185—5—200 ..	..	225—15—300.	
3 Water Works Overseers ..	5	70—3—115 ..	..	100—5—150.	
4 Selection Grade Supervisor ..	1	45—2—85 ..	..	90—3—120—2—140.	
5 Senior Supervisors	3	150—10—250 ..	..	225—15—375.	
6 Foremen	2	70—3—115 ..	..	100—5—150.	
	3	90—3—120 ..	..	125—5—175.	
7 Line Foreman	1	125—5—175—10—225.	..	150—5—175—10—225—15—300.	
8 Tap Inspectors	1	35—1—50 ..	..	80—2—100.	
	6	40—2—50—1—60			
9 Pipe Line Fitters	38	30—1—40 ..	..	65—1—75	
	12	35—2—45—1—50	..	80—2—100.	
	2	30—1—50 ..	..	70—2—100.	
	22	35—2—45—1—55	..	75—2—95—1—100.	
	22	40—2—50—1—60	..	75—2—95—1—100.	
10 Turners	6	25—2—35—1—40	..	70—2—100.	
	3	40—2—60 ..	..	75—2—95—1—100.	
11 Turn Cocks	7	18—1—25 ..	..	50—1—60.	
	71	20—1—25 ..	..	50—1—60.	
	18	20—1—30 ..	..	55—1—70.	
	1	20—1—45 ..	..	65—1—75.	
	1	30—1—40 ..	..	65—1—75.	
12 Tubewell Mechanics	50	30—2—50 ..	..	70—2—100.	
13 Senior Mechanics	3	45—3—60—2—90	..	90—3—120—2—140.	
14 Junior Mechanics	3	40—2—50—1—55.	..	80—3—110.	
15 Engineering Attender ..	1	30—1—40 ..	..	70—2—100.	

EMPLOYEES OF LOCAL BODIES—cont.

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
ENGINEERING AND WATER WORKS ESTABLISHMENTS—cont.			
A. Water Works—cont.			
16 Lineman	1	16—1—25	50—1—60.
17 Pumping Station Cleaners	2	16— $\frac{1}{2}$ —25	50—1—60.
18 Pumping Station Sweeper	1	16— $\frac{1}{2}$ —25	50—1—60.
19 Turner Helpers	2	25—1—35	55—1—70.
20 Meter Mechanics	6	40—2—50—1—65.	80—2—100.
21 Drainage Inspectors	20	45—2—85	90—3—120—2—140.
B. Engineering.			
22 Senior Supervisors	3	150—10—250	225—15—375.
	2	180—5—200	225—15—300.
23 Supervisors	21	100—5—150—10—180.	150—5—175—10—225—15—300.
24 Public Works Supervisors	1	70—3—115	100—5—150.
	1	100—5—150	150—5—175—10—225—15—300.
	50	100—5—150—10—180.	150—5—175—10—225—15—300.
25 Engineering Inspector	1	80—3—110	125—3—140—5—150.
26 Public Works Overseers	8	60—4—120	100—5—150.
27 Draughtsmen	34	70—3—115	100—5—150.
	7	50—3—65—2—75.	90—3—120—2—140.
	1	35—1—50	70—2—100.
28 Tracers	294	30—1—45	70—2—100.
	2	30—1—55	70—2—100.
	1	35—1—50	70—2—100.
	1	35—2—55	70—2—100.
	2	35—2—55—1—60.	70—2—100.
	19	35—1—55	70—2—100.
29 P.W. Maistries	1	20—1—35	55—1—70.
	71	20—1—30—2—50.	70—2—100.
	1	30—1—50	70—2—100.
	34	20—1—30	55—1—70.
	14	30—2—50	70—2—100.
30 Welders	5	40—2—60	70—2—100.
31 Moulders	2	25—2—35—1—40.	60—1—75.
	2	40—2—60	70—2—100.
32 Mechanical Superintendent	1	90—3—120	125—3—140—5—150.
33 Senior Engineering Superintendent.	1	100—220	150—5—175—10—225—15—300.
34 Fountain Cleaners	2	16— $\frac{1}{2}$ —25	50—1—60.
35 Assistant Engineer	1	85—5—125—10—175.	150—5—175—10—225.
36 Engineer	1	150—10—250	225—15—375.
37 Municipal Engineers	1	150—10—200	225—15—375.
	2	150—5—180—10—250.	225—15—375.
	2	150—10—250	225—15—375.
	1	260—500	350—25—650.
	2	500—50/2—850	600—40—1,000.
C. Electrical.			
38 Assistant Electrical Engineers.	3	180—5—200	225—15—300.
39 Electric Superintendents	9	70—3—100	100—5—150.
	9	100—5—120	150—5—200.
	1	100—5—150	150—5—200.
40 Electric Inspectors	2	90—3—120	125—5—175.
41 Line Inspectors	1	60—1—75	90—3—105—4—125.
	12	60—3—75—2—85.	90—3—105—4—125.
	5	90—3—120	125—5—175.

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.		Number of posts.	Existing scale.		New scale.	
			RS.		RS.	
ENGINEERING AND WATER WORKS ESTABLISHMENTS—cont.						
C. <i>Electrical</i> —cont.						
42 Electric Light Inspector	..	1	90—3—120	..	125—5—175.	
43 Testing Assistants	.. ..	15	60—3—75—2—85.	90—3—105—4—125.		
		2	90—3—120	..	125—5—175.	
44 Instrument Repairers	..	2	35—2—55—1—60.	70—2—100.		
		6	40—2—60—1—65.	70—2—100.		
45 Metre Readers	.. ..	27	35—2—55—1—60.	70—2—100.		
		3	40—2—60 ..	..	70—2—100.	
46 Storekeepers	.. ..	6	45—2—85 ..	..	90—3—120—2—140.	
		1	60—3—75—5—100.	110—5—150.		
		1	70—3—95—5—100.	110—5—150.		
		2	80—3—95—5—125.	125—5—175.		
47 Wiremen	.. ..	106	35—2—55—1—60.	70—2—100.		
48 Head Wiremen	.. ..	2	40—2—60 ..	..	70—2—100.	
49 Switch Board Operators	..	12	35—2—55—1—60.	70—2—100.		
		2	25—1—35 ..	..	55—1—70.	
50 Switch Board Attenders	..	5	20—1—25 ..	..	50—1—60.	
51 Switch Board Helpers	..	64	20—1—25 ..	..	50—1—60.	
52 Lamp Superintendent	..	1	24—1—32— $\frac{1}{2}$ —35.	55—1—70.		
53 Fieldmen	.. ..	2	45—2—55—1—60.	70—2—100.		
54 Mechanic	.. ..	1	30—1—40 ..	..	65—1—75.	
55 Electricians	.. ..	130	40—2—60—1—65.	70—2—100.		
		5	55—2—95 ..	..	90—3—105—4—125.	
		4	55—3—85—5—90.	90—3—105—4—125.		
		16	55—3—85—5—95.	90—3—105—4—125.		
56 Metre Mechanics	..	2	40—2—60—1—65.	80—3—110.		
		1	35—2—55 ..	..	80—3—110.	
		4	45—2—55—1—65.	80—3—110.		
		1	70—3—115	..	100—5—150.	
		4	40—2—60 ..	..	70—2—100.	
		2	30—1—40 ..	..	65—1—75.	
		4	40—2—50—1—55.	70—2—100.		
57 Engine Cleaners	.. ..	171	18—1—25 ..	..	50—1—60.	
		2	16— $\frac{1}{2}$ —25 ..	..	50—1—60.	
		262	15—1—20 ..	..	50—1—60	
58 Road Roller Drivers	.. ..	5	40—1—50 ..	..	75—1—85.	
59 Road Roller Foremen	..	2	90—3—120	..	125—5—175.	
60 Road Roller Cleaners	..	2	16— $\frac{1}{2}$ —25 ..	..	50—1—60.	
61 Electric Supervisors	.. ..	4	100—5—150	..	150—5—175—10—225.	
62 Wire Broadcasting Operators.		2	60—4—100	..	100—5—150.	
63 Metre Inspector	.. ..	1	125—5—175	..	175—10—225.	

EDUCATION DEPARTMENT.

1 Headmasters	2	45—2—85	90—4—110—3—140.
	39	165—5—205—10—245.	225—10—275—15—350 plus Rs. 20 or 30.
Headmaster (B.T.)	1	75—5—145	140—5—180—10—250 plus Rs. 20 or 30.
Headmasters	3	150—10—200	225—10—275—15—350 plus Rs. 20 or 30.

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.		Number of posts.	Existing scale.	New scale.
			RS.	RS.
EDUCATION DEPARTMENT— <i>cont.</i>				
2 Assistant Headmasters	..	9	85—5—125—10— 175.	140—5—180—10— 250.
3 B.T. and L.T. Assistants	..	23	75—5—145	140—5—180—10— 250.
		515	85—5—125—10— 175.	140—5—180—10— 250.
4 Secondary Grade Teachers	..	359	45—2—85	90—4—110—3— 140.
		564	45—3—60—2—90.	90—4—110—3— 140.
5 Higher Grade Teachers	..	2,094	30—1—45	65—1—70—2—90.
		1,806	30—1—50	65—1—70—2—90.
		464	35—1—50	65—1—70—2—90.
6 Lower Grade Teachers	..	1	20—1—35	55—1—70.
		21	23—1—33	55—1—70.
		6	23—1—35	55—1—70.
		2	24—1—33	55—1—70.
7 Head Teachers	.. ..	2	45—3—60—2—90.	90—4—110—3—140.
<i>Language Pandits.</i>				
8 Tamil Pandits .. ..	.. ..	2	40—1—60	90—4—110—3— 140.
		1	40—1½—70	90—4—110—3— 140.
		32	45—2—75	90—4—110—3— 140.
		17	45—2—85	90—4—110—3— 140.
		14	45—3—60—2—90.	90—4—110—3— 140.
		11	65—5—130	125—5—175.
		5	75—5—145	140—5—180—10— 250.
		57	85—5—125—10— 175.	140—5—180—10— 250.
9 Sanskrit Pandits	..	2	45—2—75	90—4—110—3—140.
		1	60—4—100	125—5—175.
		2	60—4—120	125—5—175.
		3	65—5—130	125—5—175.
		3	85—5—125—10— 175.	140—5—180—10— 250.
10 Telugu Pandit	.. ..	1	85—5—125—10— 175.	140—5—180—10— 250.
11 Malayalam Pandit	.. ..	1	85—5—125—10— 175.	140—5—180—10— 250.
12 Hindi Pandits .. ..	.. ..	6	40—2—80	90—4—110—3— 140.
		9	45—2—75	90—4—110—3— 140.
		2	45—2—85	90—4—110—3— 140.
		135	45—3—60—2—90.	90—4—110—3— 140.
		2	55—5—115	125—5—175.
		1	60—4—120	125—5—175.
		1	65—5—115	125—5—175.
		3	65—5—130	125—5—175.
		6	85—5—125—10— 175.	140—5—180—10— 250.
13 Pandits	.. ..	2	60—4—120	125—5—175.
14 Urdu Munshi	.. ..	1	60—4—120	125—5—175.
		4	65—5—130	125—5—175.
		2	85—5—125—10— 175.	140—5—180—10— 250.

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
EDUCATION DEPARTMENT— <i>cont.</i>			
15 Physical Director	1	75—5—145 ..	140—5—180—10—250.
	1	85—5—125—10—175.	140—5—180—10—250.
16 Physical Education Teacher ..	1	40—1½—70 ..	90—4—110—3—140.
	67	45—2—75	90—4—110—3—140.
	1	45—2—85	90—4—110—3—140.
	3	45—3—60—2—90.	90—4—110—3—140.
	1	50—2—70	90—4—110—3—140.
	1	50—2—90	90—4—110—3—140.
	28	50—2—70—2½—95.	90—4—110—3—140.
	5	50—2—70—2½—90	90—4—110—3—140.
	10	50—3—75—1½—90.	90—4—110—3—140.
17 Physical Instructors	6	42—2—72	90—4—110—3—140.
18 Wood-working Instructor ..	1	45—2—85	90—4—110—3—140.
19 Craft Instructors	3	35—2—55	70—2—100.
	2	45—3—60—2—80.	90—4—110—3—140.
	1	45—3—60—2—90.	90—4—110—3—140.
	4	50—2—90	90—4—110—3—140.
	4	60—4—100	125—5—175.
20 Art Instructors	2	50—3—80	90—4—110—3—140.
21 Art Master	1	85—5—125—10—175.	140—5—180—10—250.
22 Engineering Instructors ..	3	100—5—150—10—250.	150—375.
	3	100—5—120—10—220.	150—375.
23 Assistant Engineering Instructors.	3	85—5—125—10—175.	140—5—180—10—250.
24 Commercial Instructors ...	5	60—4—100	125—5—175.
	1	65—5—130	125—5—175.
25 Agricultural Instructor ...	1	75—5—145	140—5—180—10—250.
26 Drawing Masters	7	45—2—75	90—4—110—3—140.
	2	45—2—85	90—4—110—3—140.
	38	45—3—60—2—90.	90—4—110—3—140.
27 Instructor in Drawing ..	1	85—5—125—10—175.	140—5—180—10—250.
28 Music Teachers — —	5	30—1—50	65—1—70—2—90.
	3	45—2—85	90—4—110—3—140.
	1	45—3—60—2—90.	90—4—110—3—140.
	2	50—2—90	90—4—110—3—140.
	1	85—5—125—10—175.	140—5—180—10—250.
	3	40—1½—70	90—4—110—3—140.
	1	30—1—45	65—1—70—2—90.

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
EDUCATION DEPARTMENT— <i>cont.</i>			
29 Sewing Mistresses	1	30—1—45	65—1—70—2—90.
	1	45—2—85	90—4—110—3—140.
	6	45—3—60—2—90.	90—4—110—3—140.
	1	50—2—90	90—4—110—3—140.
30 Secretarial Assistants ..	7	85—5—125—10— 175.	140—5—180—10— 250.
	2	100—5—125—10— 175.	140—5—180—10— 250.
31 Pre-vocational Instructors ..	3	30—1—50	65—1—70—2—90.
	9	30—1—45	65—1—70—2—90.
32 Librarians	2	24—1—32— $\frac{1}{2}$ —35.	55—1—70.
	1	35—2—45	70—2—100.
	11	35—2—55	70—2—100.
	1	35—2—45—1—55.	70—2—100.
33 Junior Librarians	50	24—1—35	55—1—70.
34 Manual Training Instructors.	2	35—2—55	70—2—100.
	4	50—95	90—140.
35 Assistant Manual Training Instructors.	2	50—95	90—140.
36 Binding Instructor	1	40—1 $\frac{1}{2}$ —70	90—140.
37 Weaving Master	1	35—2—55	70—2—100.
	8	60—4—100	125—5—175.
38 Manual Instructor	1	45—2—85	90—140.
	1	60—4—100	125—5—175.
39 Supervisors of Elementary Schools.	16	45—2—85	90—140.
40 Headmistress	1	85—5—125—10— 175.	140—250.
	1	150—10—200	225—10—275—15— 350.
41 Educational Supervisor ..	1	45—2—65—1—80.	90—140.
42 Weaving Instructors	6	30—1—45	65—1—70—2—90.
	2	30—1—50	65—1—70—2—90.
	1	45—3—60—2—90.	90—140.
	1	50—2—90	90—140.
	1	60—3—90	90—140.
43 Weaving Junior Instructor.	1	50—3—80	90—140.
44 Swimming Instructors ..	4	30—1—50	65—1—70—2—90.
45 Instructor	1	75—5—125—10— 175.	140—250.
	1	100—5—120—10— 200.	140—250.
46 Senior Instructor	1	100—5—120—10— 200.	140—250.
47 Tamil Teaching Mistresses ..	2	30—1—50	65—90.
48 Tailoring Instructors	2	45—3—60—2—90.	90—140.
49 Special Qualification Clerk ..	1	80—3—95—5—125.	125—5—175.
50 Spinning Instructor	1	30—1—50	65—90.
51 Weaving Mistress	1	50—2—90	90—140.
52 S. M. Instructor	1	45—3—60—2—70.	90—140.
53 Vidwan	1	75—5—145	140—250.
54 Textile Instructors	2	85—5—125—10— 175.	140—250.
	1	85—5—125—10— 175.	140—250.
55 Home Science Assistant ..	1	85—5—125—10— 175.	140—250.
<i>Municipal College, Salem.</i>			
56 Principal	1	500—50/2—800	600—30—900.
57 Lecturers	9	150—5—200—10— 250.	225—10—275—15— 425.
	13	100—10—250	150—5—175—10— 225—15—375.
	2	85—5—125—10— 175.	140—250.
58 Tutors	13	80—5—120—10— 140.	140—250.

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	RS.	RS.	New scale.
EDUCATION DEPARTMENT— <i>cont.</i>					
<i>Municipal College, Salem—cont.</i>					
59 Professors	4	230—30/2—260— 40/2—500.		300—25—800.	
60 Physical Director	1	100—5—150—10— 190.		140—250.	
61 Librarian	1	85—5—125—10— 175.		140—5—180—10— 250.	
REVENUE DEPARTMENT.					
1 Bill Collectors	24	25—1—35		55—1—70.	
	7	30—1—45		70—2—100.	
	8	30—2—50		70—2—100.	
	650	30—2—50—1—55.		70—2—100.	
	138	40—2—60		70—2—100.	
2 Selection Grade Bill Collec- tors.	15	60—3—75		90—3—105—4— 125.	
3 Licence Inspectors	26	60—3—90		100—5—150.	
4 Revenue Inspectors	100	45—2—85		90—3—120—2— 140.	
5 Assessors	15	90—5—125		125—5—175.	
6 Assistant Revenue Officers ..	4	150—5—200		200—5—240—10— 270.	
	2	200—10—300		250—15—400.	
7 Revenue Officers	6	90—3—105—5— 120.		125—5—175.	
	4	125—5—150		150—5—200.	
8 Assistant Accountant	1	110—5—150		150—5—200.	
	2	110—5—160		150—5—200.	
9 Accountants	16	75—3—90—5—105.		110—5—150.	
	3	125—5—150		150—5—200.	
	3	125—5—175		150—5—200.	
	2	100—5—150		150—5—200.	
	1	70—3—85—5—100.		110—5—150.	
	23	90—3—105—5—120.		125—5—175.	
10 Commercial Accountants ..	2	100—5—150		150—5—200.	
11 Electricity Accountant	1	110—5—150		150—5—200.	
	1	125—5—175		150—5—200.	
12 Assistant Electricity Account- ant.	1	110—5—160		150—5—200.	
13 General Accountant	1	125—5—175		150—5—200.	
MEDICAL DEPARTMENT.					
1 Women Medical Officers	1	100—5—150—10— 200.	}	300—15—450—25— 575 for those with M.B.B.S. qualifi- cation. For others the scale is to be determined by Government.	
	1	200—25—400			
	12	120—10—240			
	3	85—5—120			
	1	120—5—150			
	12	200—25/2—400			
2 Women Medical Officers and Assistant Surgeons.	7	150—10—300			
	23	150—10—350			
3 Sub-Assistant Surgeons	10	80—5—150			
	8	100—5—150—10— 200.			
4 Radiologists	2	200—25/2—400			
5 Staff Nurses	8	50—3—95			
6 Resident Matrons	18	50—3—95			
	1	60—4—100			

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.		Number of posts.	Existing scale.		New scale.	
			RS.		RS.	
MEDICAL DEPARTMENT— <i>cont.</i>						
7 Social Workers	6	70—3—130	..	125—5—175.
			1	85—5—150	..	125—5—175.
8 Pharmacists	22	40—1—55 ..	..	70—2—100 for I.M.
			120	40—2—50—1—60.	}	90—4—110—3—140
			14	40—2—50—1—65.		for Modern Medicine Pharmacists.
9 Maternity Assistants	3	35—2—55—1—60.	..	80—3—110—2—120.
			1	35—2—55 ..	..	80—3—110—2—120.
			246	35—2—55—1—65.	..	80—3—110—2—120.
			1	35—2—65 ..	..	80—3—110—2—120.
			3	55—2—75 ..	..	80—3—110—2—120.
10 Nursing Orderlies	2	14— $\frac{1}{2}$ —20 ..	..	50—1—60.
			2	14—1—20 ..	..	50—1—60.
			2	14—1—24 ..	..	50—1—60.
			3	12—1—25 ..	..	50—1—60.
			2	17—1—25 ..	..	50—1—60.
			1	12— $\frac{1}{2}$ —16 ..	..	50—1—60.
			2	18—1—25 ..	..	50—1—60.
			107	19— $\frac{1}{2}$ —25 ..	..	50—1—60.
			82	19—1—25 ..	..	50—1—60.
11 Cook	1	18—1—25 ..	..	50—1—60.
			5	20— $\frac{1}{2}$ —30 ..	..	55—1—70.
			3	20—1—30 ..	..	55—1—70.
12 Butler	1	16—1—25 ..	..	50—1—60.
			1	18—1—25 ..	..	50—1—60.
			2	20—1—30 ..	..	55—1—70.
13 Medical Officers	6	80—5—100	..	300—15—450—25—
			1	70—3—85—5—100.	..	575 for those with
			3	100—5—150	..	M.B.B.S., for others
			2	150—10—350	..	the scale is to
			8	200—25/2—400	..	be determined by
14 Siddha Medical Officers	65	80—5—150	..	Government.
15 Labour Medical Officer	1	200—10—300—15—	300—15—450—25—	
				450.	575.	
16 Veterinary Assistant Surgeons.			2	120—5—200—10—	200—10—250—15—	
				250.	400.	
17 Veterinary Surgeons	2	120—5—200—10—	200—10—250—15—	
				250.	400.	
18 Medical Veterinary Officer	1	120—5—200—10—	200—10—250—15—	
				250.	400.	
19 Ayurvedic Doctor	1	80—5—150	..	150—5—175—10—
						225—15—300.
20 Ayurvedic Compounder	1	40—1—55 ..	..	70—2—100 for I.M.
21 Allopathic Compounder	1	40—2—50—1—65.	90—140 for Com-	
					pounders of Modern	
					Medicine.	

MISCELLANEOUS CATEGORIES.

Annexure.

1 Motor Driver	1	40—1—60 ..	..	75—1—85.
2 Machine Driver	1	40—2—50 ..	..	75—1—85.
3 Bullock Cart Drivers ..	2	18—1—25 ..	..	50—1—60.

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.		Number of posts.	Existing scale.		New scale.		
			RS.		RS.		
MISCELLANEOUS CATEGORIES—cont.							
Annexure—cont.							
4 Tractor-Drivers	35	40—1—50 ..	..	75—1—85.		
5 Jeep Driver	1	35—1—40 ..	..	70—1—80.		
6 Lorry Drivers	355	40—1—50 ..	..	} 75—1—85.		
	9	40—1—45				
	1	35—1—45				
	1	40—1—60				
7 Compost Inspectors	2	150—5—200	..	200—5—240—10—270.			
8 Compost Attenders	11	22— $\frac{1}{2}$ —30 ..	..	55—1—70.		
9 Maistries	199	18—1—25 ..	..	50—1—60.		
	1	20—1—30 ..	..	55—1—70.		
	1	30—2—50 ..	..	70—2—100.		
10 Fountain Maistries	8	18—1—25 ..	..	50—1—60.		
11 Burial Ground Registrars ..	6	25— $\frac{1}{2}$ —40 ..	..	55—1—70.		
12 Fountain Cleaners	240	18—1—25 ..	..	50—1—60.		
	2	18— $\frac{1}{2}$ —25 ..	..	50—1—60.		
13 Film Operator	1	50—2—70 ..	..	90—3—105—4—125.		
14 Cinema Operator	1	50—2—70 ..	..	90—3—105—4—125.		
15 Sewage Farm Maistries ..	1	100—5—150	..	150—5—200.			
	3	150—10—230—EB	..	225—15—375.			
		—10—240—15—300.					
16 Gardeners	4	20—1—30 ..	..	50—1—60.		
17 Head Gardener	1	20—1—30 ..	..	50—1—60.		
18 Fitter Home Gardener ..	1	16—1—25 ..	..	50—1—60.		
19 Carpenter-cum-Blacksmith ..	1	35—1—45 ..	..	65—1—75.		
20 Blacksmiths	1	30—1—40 ..	..	65—1—75.		
	4	30—1—45 ..	..	65—1—75.		
	1	35—1—45 ..	..	65—1—75.		
	1	35—1—40 ..	..	65—1—75.		
21 Hammermen	13	15—1—20 ..	..	50—1—60.		
	8	20—1—25 ..	..	50—1—60.		
	8	15— $\frac{1}{2}$ —20 ..	..	50—1—60.		
22 Watchmen	5	16—1—25 ..	..	50—1—60.		
23 Library Watchmen	75	18—1—25 ..	..	50—1—60.		
24 Head Work Watchman ..	1	20—1—25 ..	..	50—1—60.		
25 Reservoir Watchman ..	1	20—1—25 ..	..	50—1—60.		
	1	20— $\frac{1}{2}$ —30 ..	..	55—1—70.		
	7	16— $\frac{1}{2}$ —25 ..	..	50—1—60.		
26 Carpenters	12	30—1—40 ..	..	65—1—75.		
	1	70—3—115	..	110—3—140.			
	2	35—1—45 ..	..	70—2—100.		
27 Bellow Boy	1	18— $\frac{1}{2}$ —25 ..	..	50—1—60.		
	1	10— $\frac{1}{2}$ —12 ..	..	50—1—60.		
	2	15—1—20 ..	..	50—1—60.		
28 Fitters	5	25—1—35 ..	..	55—1—70.		
	6	20—1—25 ..	..	50—1—60.		
	1	30—2—40—1—50.	..	65—2—85—1—90.			
	6	40—2—60 ..	..	70—2—100.		
	4	30—1—40 ..	..	65—1—75.		
	1	30—2—40—1—45.	..	65—2—85—1—90.			
	26	35—2—45—1—50.	..	70—2—100.			
	1	30—3—45 ..	..	65—2—85—1—90.		
	10	25—2—35—1—40.	..	65—2—85—1—90.			
	4	35—2—45—1—60.	..	70—2—100.			
29 Market Sergeants	4	45—2—85 ..	..	80—3—110.		
30 Clock Repairers	2	25—1—35 ..	..	55—1—70.		

EMPLOYEES OF LOCAL BODIES—*cont.*

Serial number and designation.	Number of posts.	Existing scale.	New scale.
		RS.	RS.
MISCELLANEOUS CATEGORIES— <i>cont.</i>			
<i>Annexure—cont.</i>			
31 Female Thoties	2	15—1 ³ / ₃ —16— ¹ / ₂ —20.	} 50—1—60.
32 Firemen	4	16—1—25	
	8	18—1—25	
33 Maniakaran	1	16—1—25	
34 Sweepers	2	18—1—25	
	1	15— ¹ / ₂ —20	
	2	18—1—25	
35 Sewage Farm Coolies	2	18—1—25	} 100—5—150.
36 Lascars	10	18—1—25	
37 Radio Operators	24	60—4—100	100—5—150.
	1	60—4—120	100—5—150.
38 Helpers	20	15—1—20	50—1—60.
	95	20—1—25	50—1—60.
	4	25—1—35	55—1—70.
39 Tinkers	3	30—1—40	65—1—75.
40 Tool-keepers	2	24—1—32— ¹ / ₂ —35.	55—1—70.
41 Time-keepers	2	45—2—85	80—3—110.
42 Wardens	2	18—1—25	50—1—60.
	5	22— ¹ / ₂ —30	50—1—60 plus special pay Rs. 5.
43 Fitter Mazdoors	2	15—1—20	50—1—60.
	93	18—1—25	50—1—60.
44 Mazdoors	13	18—1—25	50—1—60.
45 Pipe Mazdoors	4	16— ¹ / ₂ —25	50—1—60.
46 Lighting Superintendents	5	24—1—32— ¹ / ₂ —35.	55—1—70.
	1	24—1—35	55—1—70.
47 Filter Operators	2	40—2—60	70—2—100.
48 Water Falls Peon	1	18— ¹ / ₂ —25	50—1—60.
49 Commercial Assistant	1	60—4—100	100—5—150.
50 Births and Deaths Registrars.	9	45—2—55—1—75.	} 80—3—110.
	5	45—2—85	
	1	30—3—45	
51 Special Officer	1	150—5—200	70—2—100.
			200—5—240—10—270.
52 Special Officer (Selection Grade Executive Officer).	1	100—2 ¹ / ₂ —120	150—5—200.
53 Telephone Operator	1	22—1—30	55—1—70.
54 Watchers	3	16— ¹ / ₂ —25	50—1—60.
	2	25—1—35	55—1—70.
55 Clock Repairers	2	25—1—35	55—1—70.
56 Drainage Supervisors	2	100—5—150—10—180.	150—5—175—10—225—15—300.
57 Cattle Superintendent	1	18—1—25	50—1—60.
58 Cattle Farm Maistris	2	18—1—25	50—1—60.
59 Horticultural Assistant	1	60—4—100	100—5—150.

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT.

(Chapter LXV.)

Serial number and designation.	Number of posts.	Existing scale (Travancore-Cochin).	New scale.
		RS.	RS.
COMMON CATEGORIES.			
1 Peons	25—1—35	50—1—60.
2 Duffadars	30—1—40	50—1—60 plus special pay Rs. 5.
3 Lower Division Clerks	40—120	90—4—110—3—140.
		50—125	90—4—110—3—140.

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT—*cont.*

Serial number and designation.	Number of posts.		Existing scale (Travancore-Cochin).		New scale.	
			RS.		RS.	
COMMON CATEGORIES— <i>cont.</i>						
4 Upper Division Typists	80—150	..	..	90—4—110—3—140.
5 Lower Division Typists	40—120	..	} 90—4—110—3—140.	
			50—125	..		
6 Steno-typists	40—120	..	..	90—4—110—3—140.
7 Upper Division Clerks	80—120	..	} 125—175.	
			80—180	..		
8 Upper Division Stenographers.	80—180	..	} 125—175.	
			50—180	..		
9 Upper Division Clerks	80—150	..	} 125—175.	
10 Head Clerks	80—150	..		

REGISTRATION DEPARTMENT.

1 Sub-Registrars, I Grade ..	2	150—10—250	..	200—10—300.
2 Sub-Registrars, II Grade ..	14	80—5—105—7—140—5—180.		150—5—175—10—225.

INDUSTRIES AND COMMERCE DEPARTMENT.

1 Palm Gur Instructors ..	8	40—3—55—4—75—5—100.		110—3—140.
2 Foreman, S.M.R.V. Technical Institute.	1	30—3—42—2—60.		70—2—100.
3 Instructor, S.M.R.V. Technical Institute.	1	30—2—40—1—50.		70—2—100.

FACORIES DEPARTMENT.

1 Labour Officer, Grade II ..	1	100—5—125	..	200—5—240—10—270.
2 Welfare Assistant, Grade I ..	1	40—3—55—4—75—5—100.		90—4—110—3—140.
3 Welfare Assistants, Grade II.	2	30—2—42—3—60.		90—4—110—3—140.

PORT DEPARTMENT.

1 Signaller	1	(Scale not known.)		60—1—75.
2 Reserve Signaller	1	Do.		60—1—75.

JAIL DEPARTMENT.

1 Superintendent, Sub-Jail (non-gazetted).	1	80—5—150	..	150—5—200.
2 Head Warder	1	40—2—60	..	85—2—105.
3 Wardens	5	30—1—40	..	65—1—70—2—90.

STATISTICS DEPARTMENT.

1 Statistical Officers	4	125—7½—200	..	200—5—240—10—270.
2 Field Assistants	11	35—3—80	..	90—4—110—3—140.

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT—*cont.*

Serial number and designation.	Number of posts,	Existing scale (Travancore-Cochin).	New scale.
		RS.	RS.
ANIMAL HUSBANDRY DEPARTMENT.			
1 Veterinary Assistant	1	150—10—250 ..	225—10—275—15—425.
2 Stockmen and Compounders.	15	35—3—65—4—85—5—90.	100—4—120—3—150.
3 Messenger Attendant, Bull Keeper, Bull Attendant.	12	25—1—35 ..	50—1—60.
FISHERIES DEPARTMENT.			
1 Technologist	1	125—10—225 ..	175—10—225—15—375.
2 Research Assistant	1	80—5—120—EB—6—150.	125—5—175.
3 Sub-Inspectors.. ..	4	40—3—55—4—75—5—120.	125—5—175.
4 Compiler	1	40—120	90—4—110—3—140.
5 Peons	5	25—1—35	50—1—60.
TRANSPORT DEPARTMENT.			
1 Store Assistant	1	30—2—42—EB—3—60.	90—3—105—4—125.
2 District Transport Officer ..	1	200—300	225—15—375.
3 Store Attenders	3	30—1—40	55—1—70.
4 Transport Inspectors	3	125—7½—200 ..	150—5—200.
5 Assistant Transport Inspectors.	20	80—5—120—EB—6—150.	150—5—200.
6 Station Masters	8	60—5—100—EB—5—125.	80—3—110.
7 Drivers	101	50—3—65—4—85—EB—5—100.	80—2—100 (90 per cent of the posts).
8 Drivers	24	40—2—50—EB—3—80.	90—3—105—4—125 (10 per cent of the posts).
9 Conductors	102	35—3—65—EB—3—80.	70—2—90 (90 per cent of the posts).
10 Conductors	23	35—3—65	80—3—110 (10 per cent of the posts).
11 Attenders	22	30—1—40	55—1—70.
12 Chargeman	1	100—5—125—EB—7½—200.	150—5—200.
13 Assistant Chargemen	2	80—5—125—EB—7½—200.	150—5—200.
14 Mechanics	3	50—4—90—EB—5—120.	} 125—3—140—5—150.
15 Fitters	2	50—4—90—EB—5—120.	
16 Blacksmiths	2	50—4—90—EB—5—120.	} 90—3—105—4—125.
17 Coach Builder	1	50—4—90—EB—5—120.	
18 Tyre Inspector.. ..	1	50—4—90—EB—5—120.	
19 Assistant Mechanics or Assistant Fitters.	12	35—3—65—EB—3—80.	

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT—cont.

Serial number and designation.	Number of posts.	Existing scale (Travancore Cochin).	New scale.
		RS.	RS.
TRANSPORT DEPARTMENT—cont.			
20 Painter	1	35—3—65—EB— 3—80.	} 80—2—100.
21 Blacksmith	1	35—3—65—EB— 3—80.	
22 Assistant Electrician	1	35—3—65—EB— 3—80.	80—2—100.
23 Assistant Tyre Inspector	1	35—3—65—EB— 3—80.	80—2—100.
24 Helpers or Mechanics	20	30—2—42—EB— 3—60.	70—2—90.
25 Helper	1	30—2—40	} 55—1—70.
26 Cleaners	46	25—1—35	
27 Vehicle Examiners	3	80—5—120—EB— 6—150.	125—5—175.
28 Tinker	1	35—3—65—EB— 3—80.	80—2—100.
29 Electrician	1	50—4—90—EB— 5—120.	90—3—105—4— 125.
30 Assistant Store-keeper	1	40—3—55—4—75— 5—95—EB—5— 120.	125—5—175.
EDUCATION DEPARTMENT.			
1 District Educational Officer.	1	250—25—500 ..	300—25—800.
2 Gazetted Headmasters	12	250—15—400 ..	300—25—800.
3 Graduate Teachers, Grade I	18	150—10—250 ..	225—10—275—15— 350.
4 Inspectors of Primary Middle Schools, Grade I.	5	150—10—250 ..	225—10—275—15— 350.
5 Headmaster of Basic Training Schools.	1	150—10—250 ..	225—10—275—15— 350 plus special pay of Rs. 20 or Rs. 30 according to strength.
6 Graduate Teachers, Grade II.	197	55—5—75—7½—150.	140—5—180—10— 250 for B.Ts. and 125—5—175 for others.
7 Headmasters of Training Schools, Grade II.	2	55—5—75—7½—150.	140—5—180—10— 250 plus special pay of Rs. 20 or Rs. 30 according to strength.
8 Headmasters of Middle Schools.	22	55—5—75—7½—150 plus Headmasters allowance of Rs. 10 for Complete Middle Schools and Rs. 5 for Incom- plete Middle Schools.	140—5—180—10— 250 plus special pay of Rs. 20 or Rs. 30 according to strength.
9 Headmaster of Incomplete High Schools, Grade II.	1	55—5—75—7½—150 Supervision allow- ance of Rs. 20.	140—5—180—10— 250 plus special pay of Rs. 20 or Rs. 30 according to strength.
10 Tamil Pandits, Grade I	4	150—10—250 ..	225—10—275—15— 350.
11 Tamil Pandits, Grade II	31	55—5—75—7½—150.	140—5—180—10— 250 for B.Ts. and 125—5—175 for others.

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT—*cont.*

Serial number and designation.	Number of posts.	Existing scale (Travancore-Cochin).		New scale.
		RS.		RS.
EDUCATION DEPARTMENT—cont.				
12 Malayalam Pandits, Grade II.	19	55—5—75—7½—150.	140—5—180—10—250 for B.Ts. and 125—5—175 for others.	
13 Hindi Pandits	25	55—5—75—7½—150.	140—5—180—10—250 for B.Ts. and 125—5—175 for others.	
14 Sanskrit Pandits	3	55—5—75—7½—150.	140—5—180—10—250 for B.Ts. and 125—5—175 for others.	
15 Arabic Munshy	1	55—5—75—7½—150.	140—5—180—10—250 for B.Ts. and 125—5—175 for others.	
16 Middle School Tamil Pandits.	20	41—3—80	90—4—110—3—140.	
17 Drawing Masters	35	41—3—80	90—4—110—3—140.	
18 Middle School Malayalam Pandits.	14	41—3—80	90—4—110—3—140.	
19 Middle School Hindi Pandits.	22	41—3—80	90—4—110—3—140.	
20 Middle School Assistants ..	262	41—3—80	90—4—110—3—140.	
21 Drill Masters.. .. .	24	41—3—80	90—4—110—3—140.	
22 Combined Drawing and Drill Masters.	2	41—3—80	90—4—110—3—140.	
23 Bhagavathars	6	41—3—80	90—4—110—3—140.	
24 Sewing Mistresses	6	41—3—80	90—4—110—3—140.	
25 Arabic Munshies	3	41—3—80	90—4—110—3—140.	
26 Headmasters for Lower Primary Schools.	374	35—3—80	90—4—110—3—140.	
27 Teachers of Lower Primary Schools.	1,869	35—3—80	90—4—110—3—140.	
28 Bhagavathars	25	35—3—80	90—4—110—3—140.	
29 Sewing Mistresses	38	35—3—80	90—4—110—3—140.	
30 Arabic Munshies	25	35—3—80	90—4—110—3—140.	
31 Librarian	1	80—150	125—5—175.	
32 Upper Division Clerks	6	80—150	125—5—175.	
33 Lower Division Clerks	44	40—120	90—4—110—3—140.	
34 Attenders	2	25—1—35	55—1—70.	
35 Peons	57	25—1—35	50—1—60.	
36 Full-time Contingent Menials.	62	25—1—35	50—1—60.	
37 Driver	1	35—90	70—1—80.	
			75—1—85.	
38 Cleaner	1	25—1—35	50—1—60.	
39 Library Organiser Inspectors.	2	55 (Fixed)	No change.	
40 Social Education Organiser ..	1	40 (Allowance)		
41 Part-time Hindi Pandit	1	30 (Fixed)		
42 Part-time Sweepers	374	10—50 (Fixed)		

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT—cont.

Serial number and designation.	Number of posts.	Existing scale (Travancore-Cochin).	New scale.
		RS.	RS.
LOCAL FUND AUDIT DEPARTMENT.			
1 Inspector of Local Fund Accounts (Gazetted).	1	200—10—240—15— 300.	250—15—400.
2 Assistant Inspector (Non- gazetted).	1	125—10—225 ..	200—5—240—10— 270.
3 Lower Division Auditors ..	4	40—120	125—5—175.
4 Peon	1	25—35	50—1—60.

INSPECTOR OF LOCAL BOARDS AND MUNICIPALITIES.

1 Commissioner, Grade II .. ..	..	275—10—325	..	250—15—400.	
2 Commissioner, Grade III .. ..	..	225—10—275	..	250—15—400.	
3 Commissioner, Grade IV .. ..	..	175—10—225	..	200—5—240—10—270.	
4 Commissioner, Grade V .. ..	..	150—5—175	..	200—5—240—10—270.	
5 Panchayat Inspectors	2	80—5—150	..	140—5—220.	
6 Panchayat Inspector	1	125—7½—200	..	140—5—220.	
7 Clerks	3	40—120	..	90—4—110—3—140.	
8 Peons	3	25—35	..	50—1—60.	

PUBLIC HEALTH DEPARTMENT.

1 Health Inspectors	3	80—150	..	100—5—200.	
2 Sanitary Inspectors	9	40—120	..	90—3—105—4—125.	
3 Health Assistants	36	40—100	..	90—3—105—4—125.	
4 Public Health Midwives	19	35—90	..	80—3—110—2—120.	
5 Field Assistants	6	40—100	..	55—1—60—2—80.	
6 Conservancy Peons	15	25—35	..	50—1—60.	
7 Nurse	1	40—120	..	140—5—220.	
8 Compounder	1	35—90	..	90—4—110—3—140.	
9 Lower Division Clerks	5	40—120	..	90—4—110—3—140.	

CO-OPERATIVE DEPARTMENT.

1 Inspector of Co-operative Societies, Grade I.	1	125—200	.. ..	200—5—240—10—270.	
2 Handloom Inspector	1	80—5—120—EB—6—150.	}	125—5—175.	
3 Inspectors of Co-operative Societies, Grade II.	2	80—5—120—EB—6—150.			
4 Clerks	2	40—120	.. ..	90—4—110—3—140.	
5 Peons	4	25—35	.. ..	50—1—60.	

INFORMATION AND PUBLICITY DEPARTMENT.

1 Assistant Editor	1	125—7½—200	..	200—5—240—10—270.	
2 Propaganda Officer	1	80—5—120—6—150.		125—5—175.	
3 Typist	1	40—120	.. ..	90—4—110—3—140.	

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT—*cont.*

Serial number and designation.	Number of posts.	Existing scale (Travancore-Cochin).	New scale.
		RS.	RS.
RURAL DEVELOPMENT DEPARTMENT.			
1 Social Education Organizers ..	4	80—5—120—6—150.	125—5—200—10—250.
2 Grama Sevaks, Grade I ..	10	40—120	125—5—175.
3 Grama Sevaks, Grade II ..	21	35—90	90—4—110—3—140.
SECRETARIAT.			
1 Lower Division Clerks ..	6	40—120	90—4—110—3—140 Graduates to start on Rs. 102.
2 Upper Division Clerks ..	8	80—180	140—10—240.
3 Superintendents	2	200—300	250—25—500.
EXCISE DEPARTMENT.			
1 Excise Inspector, Grade I ..	1	150—10—250 ..	250—15—400.
2 Excise Inspectors, Grade II.	7	80—5—120—EB—6—150.	200—5—240—10—270/125—5—175 depending on the length of service.
3 Preventive Officers	41	40—60	80—3—110.
4 Excise Guards	81	30—1—40	65—1—70—2—90.
LEGISLATURE DEPARTMENT.			
1 Tamil Reporters	2	80—200	125—5—200—10—250.
FOREST DEPARTMENT.			
1 Range Officers	2	150—10—250 ..	175—10—225—15—375.
2 Deputy Rangers, Grade I ..	4	80—5—120—6—150.	125—5—175.
Deputy Rangers, Grade II ..	3	40—120	90—4—110—3—140.
3 Foresters	7	40—2—50—3—80.	90—4—110—3—140.
4 Forest Guards	47	30—1—40	55—1—70.
5 Watchers	14	} 20 (Fixed)	50—1—60.
6 Maistry	1		
JUDICIAL DEPARTMENT.			
Criminal Judicial.			
1 Copyists	11	30—2—42—3—60.	70—2—100.
2 Village Assistants	3	30—2—42—3—60.	70—2—100.
Civil Judicial.			
3 Sarishtadar (Gazetted) ..	1	200—300	250—15—400.
4 Sarishtadars and Head Clerks.	5	125—7½—200 ..	180—5—200—10—250.
5 Nazir	1	40—120	90—4—110—3—140.

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT—cont.

Serial number and designation.	Number of posts.	Existing scale (Travancore-Cochin).	New scale.
		RS.	RS.
JUDICIAL DEPARTMENT—cont.			
<i>Civil Judicial—cont.</i>			
6 Amins	22	30—2—42—3—60.	70—2—100.
7 Copyists	37	30—2—42—3—60.	70—2—100.
8 Process Servers	34	25—1—35	50—1—60.
9 Mochees	5	25—1—35	50—1—60.
10 District Judge	1	800—50—1,000	1,100—50—1,300— 1,300—60—1,600 —100/2—1,800.
11 Sub-Judges	3	450—30—600	650—40—850.
12 District Munsifs	7	250—15—400—25— 500.	375—25—700.
13 First-class Magistrates	2	200—10—240—15— 300.	375—25—525.
14 Sub-Magistrates	2	200—10—240—15— 300.	250—15—400.
15 Prosecuting Sub-Inspectors.	2	100—5—125—7½— 200.	225—15—375.

MEDICAL DEPARTMENT.

Integrated Medicine.

1 Physicians	2	40—120	90—4—110—3— 140.
2 Attendants	3	25—35	55—1—70.
3 Pharmacy Servants	2	25—35	55—1—70.

Nursing Staff.

4 Honorary Nursing Sister	1	175 (Fixed)	(No change).
5 Honorary Nursing Sisters	2	125 (Fixed)	(No change).
6 Nurses	25	40—3—55—4—75— 5—120.	140—5—220.
7 Pharmacists	21	35—3—65—4—85— 5—90.	90—4—110—3— 140.
8 Laboratory Attendant	1	30—1—40	80—2—100.
9 X-ray Technician	1	40—3—100	90—3—105—4— 125.
10 Cooks	2	25—1—35	55—1—70.
11 Totties	7	25—1—35	55—1—70.
12 Lascars	10	25—1—35	55—1—70.
13 Cleaners	2	25—1—35	55—1—70.
14 Hospital Attendants	20	25—1—35	55—1—70.
15 Maternity Attendants	11	35—3—65—4—85— 5—90.	80—3—110—2— 120.
16 Pharmacists	15	35—3—65—4—85— 5—90.	90—4—110—3— 140.
17 Nurses	6	40—120	140—5—220.
18 Physicians	3	40—120	90—4—110—3— 140.
19 Assistant Surgeons	7	150—10—400	300—15—450—25— 575.

REVENUE AND SURVEY AND LAND RECORDS DEPARTMENT.

1 Deputy Collector	1	300—25—500	375—25—800.
2 Tahsildars (Gazetted)	6	200—10—240—15— 300.	250—15—400.
3 Deputy Tahsildars	10	125—7½—200	{ 200—5—240—10— 270.
Sub-Treasury Officers			{ 150—5—200.
4 Propaganda Officer	1	80—180	125—5—175.
5 Head Accountant	1	80—120	125—5—175.

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT—cont.

Serial number and designation.	Number of posts.	Existing scale (Travancore-Cochin).	Now scale.
		RS.	RS.
REVENUE AND SURVEY AND LAND RECORDS DEPARTMENT—cont.			
6 Treasurer	1	40—120	70—2—100.
7 Copyist	1	30—60	55—1—70.
8 Attender	1	30—40	55—1—70.
9 Gollah	1	25—1—35	50—1—60.
10 Irrigation Watchers	2	25—1—35	50—1—60.
11 Village Officers	73	35—3—80	80—3—110.
12 Village Assistants	181	30—2—42—3—60. \	70—2—100.
13 Copyists	14	30—2—42—3—60.	70—2—100.
14 Villagemen and Peons .. ..	..	25—1—35	50—1—60.
15 Comparing Draughtsmen	3	40—120	90—4—110—3—140.
16 Draughtsmen-Copyists	3	30—60	(Abolished).
17 L.R.M. Accountants	11	30—60	65—1—70—2—90
18 L.R.M. Peons .. ..	..	25—1—35	50—1—60.

AGRICULTURE DEPARTMENT.

1 Farm Manager	1	125—10—225	.. ..	200—10—250—15—400.	
2 Agricultural Inspectors	2	125—10—225	.. ..	200—10—250—15—400.	
3 Executive Officers in Agriculture.	2	125—10—225	.. ..	200—10—250—15—400.	
4 Manure Depot Officer	1	40—120	.. ..	90—3—105—4—125.	
5 Agricultural Demonstrators.	4	40—3—55—4—75—5—100.	.. ..	90—3—105—4—125.	
6 Demonstration Maistry	1	30—60	.. ..	65—1—75.	
7 Head Cooly	1	25—35	.. ..	50—1—60.	
8 Attenders	2	20 (Fixed)	.. ..	55—1—70.	

AGRICULTURAL INCOME-TAX AND COMMERCIAL TAXES DEPARTMENTS.

1 Inspecting Assistant Commissioner of Agricultural Income-tax and Sales-tax.	1	250—20—450	.. ..	375—25—800.	
2 Sales-tax Officers, Grade I (G).	2	200—10—240—15—300.	.. ..	250—15—400.	
Sales-tax Officer, Grade II	1	150—10—200	.. ..	250—15—400.	
3 Agricultural Income-tax Officers, Grade II (N.G.).	2	150—10—200	.. ..	250—15—400.	
4 Assistant Sales-tax Officers.	8	80—5—120—6—150.	.. ..	125—5—175.	
5 Agricultural Income-tax Officers.					
6 Head Clerks					
7 Clerks	22	40—120	.. ..	90—4—110—3—140.	
8 Typists	5	40—120	.. ..	90—4—110—3—140.	
9 Peons	4	25—35	.. ..	50—1—60.	
10 Bill Collectors	1	40—120	.. ..	70—2—100.	

PUBLIC WORKS DEPARTMENT.

1 Executive Engineer	1	500—50—800	.. ..	600—40—1,000.	
2 Assistant Engineers	4	250—15—400—25—500.	.. ..	350—25—650.	

GOVERNMENT SERVANTS OF THE KANYAKUMARI DISTRICT—*cont.*

Serial number and designation.	Number of posts.	Existing scale (Travancore-Cochin).	New scale.
		RS.	RS.
PUBLIC WORKS DEPARTMENT— <i>cont.</i>			
3 Supervisor, Junior Engineers.	12	150—250	150—5—175—10— 225—15—375. 225—15—375.
4 Upper Division Draughtsman.	1	80—150	175—10—225.
5 Lower Division Draughtsmen.	6	40—120	120—3—150—5— 175.
6 Overseer	1	40—120	120—3—150—5— 175.
7 Dam Superintendents ..	2	40—120	90—4—110—3— 140.
8 Upper Division Clerks ..	6	80—150	125—5—175.
9 Lower Division Clerks ..	13	40—120	90—4—110—3— 140.
10 Typists	2	40—120	90—4—110—3— 140.
11 Peons	28	25—35	50—1—60.

HIGHWAYS DEPARTMENT.

1 Assistant Engineer	1	250—15—400—25— 500.	350—25—650.
2 Supervisors	8	150—10—250	150—5—175—10— 225—15—375.
3 Overseers—Upper Division Draughtsmen.	2	80—150	175—10—225.
4 Overseer—Lower Division Draughtsman.	..	40—120	120—3—150—5— 175.

POLICE DEPARTMENT.

1 Sub-Inspectors	11	100—5—125—7½— 200.	140—5—220.
2 Jamedars	3	60—3—75	110—3—140.

Head Constables.

3 Higher Grades	22	60—3—75	85—2—105.
4 Lower Grades	57	50—2—60	85—2—105.
5 Naiks	6	40—1—50	65—1—70—2—90.

Police Constables.

6 Upper Grades	168	40—1—50	65—1—70—2—90.
7 Lower Grades	439	35—1—40	65—1—70—2—90.
8 Upper Division Clerks ..	2	80—5—120—6— 150.	125—5—175.
9 Lower Division Clerks ..	6	40—120	90—4—110—3— 140.
10 Typist	1	40—120	90—4—110—3— 140.
11 Peons	2	25—1—35	50—1—60.
12 Camp Followers (Contingencies).	5	25—1—35	55—1—70.
13 Inspectors of Police (Gazetted).	2	220—10—240—15— 300.	225—15—375.

LIST OF NEW SCALES.

Scale.						Number of posts.
1	50—1—60	..	..	..	..	26,335
2	55—1—70	..	..	..	..	* 9,925
3	55—1—60—2—80	..	..	..	..	154
4	60—1—75	..	..	..	..	222
5	65—1—75	..	..	..	..	254
6	65—1—70—2—90	..	..	..	..	* 96,209
7	70—1—80	..	..	..	..	2,342
8	70—2—90	..	..	..	..	1,369
9	70—2—100	..	..	..	..	3,855
10	70—2—90—3—105	..	..	..	..	355
11	75—1—85	..	..	..	..	782
12	80—2—100	..	..	..	..	2,912
13	80—3—110	..	..	..	..	1,861
14	80—3—110—2—120	..	..	..	..	744
15	85—2—105	..	..	..	..	3,605
16	90—3—105—4—125	..	..	..	..	2,624
17	90—4—110—3—140	..	..	..	..	* 63,644
18	100—4—120—3—150	..	..	..	..	712
19	100—5—150	..	..	..	..	290
20	100—5—200	..	..	..	..	794
21	110—2—120	..	..	..	..	107
22	110—3—140	..	..	..	..	1,191
23	120—3—150	..	..	..	..	22
24	120—3—150—5—175	..	..	..	..	920
25	125—3—140—5—150	..	..	..	..	261
26	125—5—175	..	..	..	..	9,605
27	125—5—200	..	..	..	..	255
28	125—5—175—10—225	..	..	..	..	436
29	125—5—200—10—250	..	..	..	..	386
30	125—5—150—10—300	..	..	..	..	75
31	125—5—175—10—225—15—300	..	..	..	..	4
32	140—5—220	..	..	..	..	3,349
33	140—10—240	..	..	..	..	552
34	140—5—180—10—250	..	..	..	..	* 7,446
35	150—5—200	..	..	..	..	432
36	150—5—175—10—225	..	..	..	..	305
37	150—5—175—10—225—15—300	..	..	..	..	109
38	150—5—175—10—225—15—375	..	..	..	..	970
39	150—10—250—15—400	..	..	..	..	29
40	175—5—225	..	..	..	..	32
41	175—10—225	..	..	..	..	326
42	175—10—275	..	..	..	..	82
43	175—10—225—15—375	..	..	..	..	362
44	180—5—200—10—250	..	..	..	..	308
45	180—5—200—10—300	..	..	..	..	508
46	180—10—300—25—500	..	..	..	..	12
47	200—5—240—10—270	..	..	..	..	1,645
48	200—10—300	..	..	..	..	153
49	200—15—350	..	..	..	..	40
50	200—10—250—15—400	..	..	..	..	918
51	225—10—275	..	..	..	..	30
52	225—15—300	..	..	..	..	3
53	225—10—275—15—350	..	..	..	..	183
54	225—15—375	..	..	..	..	1,850
55	225—10—275—15—425	..	..	..	..	703
56	250—10—300	..	..	..	..	51
57	250—15—400	..	..	..	..	764
58	250—10—300—15—450—25—500	..	..	..	..	35
59	250—25—500	..	..	..	..	228
60	275—15—425	..	..	..	..	106
61	300—15—375	..	..	..	..	7
62	300—15—450	..	..	..	..	38
63	300—15—450—25—500	..	..	..	..	125
64	300—15—450—25—575	..	..	..	..	964

* Includes also teachers under all agencies.

LIST OF NEW SCALES—*cont.*

Scale.	Number of posts.
65 300—25—600	142
66 325—15—400	13
67 375—25—525	72
68 375—15—450—25—575	9
69 250—15—400—25—500	63
70 300—25—650	8
71 300—25—700	4
72 300—25—800	216
73 350—25—650	735
74 350—25—800	51
75 375—25—700	102
76 375—25—800	715
77 450—25—650	22
78 450—25—800	146
79 500—25—800	4
80 525—25—850	3
81 550—40—750—50—800	61
82 600—30—900	81
83 600—40—800—50—900	64
84 600—40—1,000	150
85 600—40—1,000—50—1,100	26
86 650—40—850	58
87 700—40—900—50—1,000	17
88 700—50—1,100	45
89 800—50—1,100	18
90 900—50—1,100	36
91 900—50—1,200	28
92 900—50—1,000—60—1,300	1
93 1,000—50—1,200	5
94 1,100—50—1,300	27
95 1,100—50—1,400	3
96 1,100—50—1,300—1,300—60—1,600— 100/2—1,800. सत्यमेव जयते	29
97 1,200—50—1,400	4
98 1,400—50—1,600	2
99 1,400—50—1,800	1
100 1,500—50—1,800	6

PART V.

APPENDIX I.

GOVERNMENT ORDER APPOINTING THE COMMISSION.

G.O. Ms. No. 180, Finance, dated 24th February 1959.

[Public services—Conditions of service—Enquiry into—Appointment of a Commission
—Orders issued.]

Order—No. 180, Finance, dated 24th February 1959.

The Government have had under consideration for some time the question of the revision of the present structure of pay, allowances and retiring benefits of their employees both Gazetted and Non-Gazetted. They are aware of the existing disparities between the emoluments of State Government servants and Central Government servants doing similar jobs within the State and of the widespread feeling that such disparities should be reduced. But any upward revision in the emoluments of Government servants will have to be related to the resources at the disposal of the Government and the general standard of living of the people of the State. The multitude of scales of pay now in operation have evolved over the years. They are not all necessary under present conditions, to reflect varying responsibilities and may be rationalised and simplified with advantage. The present scales of dearness allowance were devised at a time when the rise in cost of living was considered a temporary feature and subsequent increases were of an *ad hoc* nature. Representations have been received that since prices have stabilised at higher levels, a portion of the dearness allowances could be absorbed into the basic pay. This would naturally have repercussions on retiring benefits calculated on basic pay. It has also been suggested that the present system of Contributory Provident-Pension Fund involves far too much of accounting and that a simpler system of retiring benefits should be devised. Heads of technical departments have reported that the present scales of pay do not attract an adequate number of skilled personnel in the State cadres. The bulk of the Government servants of the Kanyakumari district are continuing to draw scales of pay which obtained in that area before the States Reorganisation. It is desirable to fit them into common scales of pay in force in this State consistent with the safeguards assured to them in the States Reorganisation Act. The general revision of the scales of pay of Government servants will have repercussions on the scales of pay of employees of local boards and aided school teachers. The Government have decided to appoint a Commission to examine these and allied matters and make suitable recommendations.

2. The Commission will consist of—

Sri K. Ramunni Menon, Retired Chief Secretary to Government—*Chairman*.

Sri P. Ramakrishna Ayyar, I.C.S., District and Sessions Judge and now Officiating Chairman, Sales Tax Appellate Tribunal, Madras—*Member*.

Sri G. Ramachandran, I.A.S., Deputy Secretary to the Government of Madras, Public (Rural Development Projects) Department—*Member-Secretary*.

3. The Commission will deal with the points mentioned in paragraph 1 above under the following specific terms of reference :—

(a) The Commission will examine the present structure of the different scales of pay, dearness allowance, other compensatory concessions and retiring benefits of State Government servants both Gazetted and Non-Gazetted and recommend a suitable structure for the future and the method of fitting the personnel into the new scales from the corresponding old scales.

(b) The Commission will consider the impact of its recommendations on the emoluments of employees of local boards and the teachers in aided schools and recommend a complementary structure for these employees.

(c) In making recommendations, the Commission will take into account the recommendations of the Central Pay Commission which is now in session. The Commission will also have due regard to the resources at the disposal of the State Government and the demands that would be made thereon for implementing the Second and the Third Five-Year Plans.

4. The Commission will devise suitable procedure for examining witnesses and receiving representations from the general public and recognized associations of public servants including employees of local boards and teachers in aided schools.

5. The Commission will ordinarily sit in the City of Madras, but may tour within the State to the extent necessary.

6. Departments of Government will be directed to furnish the Commission with any information or report which the Commission considers relevant to this enquiry.

7. The Government desire that the Commission should commence its sittings forthwith and make its recommendations as early as possible.

(By order of the Governor)

T. A. VARGHESE,
Secretary to Government.

APPENDIX II.

QUESTIONNAIRE ISSUED TO HEADS OF DEPARTMENTS.

1. Scales of pay for different categories of staff in your department are to be found in the book "Pay Schedule" published by the Finance Department. Please check up and indicate whether the scales mentioned therein are exhaustive and, if not, please indicate the categories of staff left out and their scales of pay.

2. Has there been any major revision of scales of pay of staff in your department in recent years, *i.e.*, since 1947? If so, please invite the attention of the Commission to the relevant Government orders.

3. Are the existing scales of pay for different categories of staff adequate in your opinion to attract the right type of persons with the qualifications prescribed for the post?

4. It is proposed to simplify and consolidate the numerous existing scales of pay. Have you any suggestion to make in this regard with reference to the scales of pay in your department?

5. Please examine the length of time-scales for certain important categories of posts in your department and indicate whether any modification is called for both with regard to the time and rate of increase from minimum to maximum in the scale.

6. How do the scales of pay of different posts in your department compare with those in force in other departments for posts with similar responsibilities and duties?

7. Have you found any special difficulties in filling up any of the categories mentioned in the Pay Schedule and, if so, please specify categories for which it has been found difficult to get the required number of men and furnish figures of sanctioned posts kept vacant for more than three months at a time for want of suitable men during the last five years.

8. In particular, do you anticipate any difficulty in attracting the required number of qualified personnel for implementing the various schemes during the Second and Third Five-Year Plans on the existing scales of pay?

9. Has there been any pronounced tendency for qualified personnel to leave your department for taking posts in the Central Government, other States or in the private sector? If so, please furnish figures of people who left thus the services of State Government during the last five years and the posts held by them at the time of their leaving.

10. Apart from emoluments have there been any other factors responsible for this depletion of qualified personnel in your department?

11. Please list out in proper order certain important categories of staff in your department and indicate approximately the number of posts in each category and the time taken for promotion from one category to another immediately above it and for a fully qualified person.

12. Do you think that the opportunities for promotion to higher posts are adequate in your department ; and if not, please furnish figures in detail in terms of percentage comparing the lower grade with higher grade in each unit and suggest how the opportunities for promotion could be enlarged without impairing the efficiency of the services under your control.

13. Are there any opportunities for promotion from Ministerial posts to executive posts in Non-Gazetted and Gazetted grades in your department ? If there are no such opportunities for promotion for ministerial staff to executive grades (as would be the case in Technical Departments like Agriculture, Medical, Animal Husbandy, etc.), what alternative suggestions would you offer to provide opportunities for advancement to Ministerial staff in your department ?

14. Please indicate the progressive expansion of the following categories of staff in your department over a period of time. Please furnish the figures for 1938-39, 1946-47 and all years since the commencement of the First Five-Year Plan (1951). What, in your opinion, are the reasons for such expansion and can you correlate the expansion with factors such as increase in correspondence, increase in the funds allotted to your department for expenditure excluding that on staff, etc. ?—

Ministerial.

- (i) Non-Gazetted posts below Rs. 150 excluding peons.
- (ii) Non-Gazetted staff above Rs. 150.
- (iii) Gazetted posts up to Rs. 700.
- (iv) Other Gazetted posts above Rs. 700.

15. Please furnish figures of permanent and temporary posts in respect of certain important staff in your department. Please indicate the number of posts which have been temporary for a period of five years and above and indicate the special circumstances under which they were retained on a temporary basis for so many years without being made permanent.

16. In several departments there are now different grades for staff doing similar work such as Lower Division and Upper Division Clerks, Junior and Senior Superintendents, etc. Would you advocate the merging of these into one time-scale with suitable efficiency bar ?

17. The view has sometimes been expressed that our objective should be fewer but better-paid staff and that by rationalisation of the existing procedure for the disposal of business and by retrenchment, it should be possible to raise the scales of pay of the different categories of staff. Do you subscribe to this view, and, if so, indicate the lines along which the existing set-up in your department could be rationalised and savings effected.

18. Have you any other proposals to make in regard to the structure of emoluments not covered by the answers to the above questions ?

APPENDIX III.

QUESTIONNAIRE ISSUED TO PUBLIC MEN.

ORGANIZATION.

1. The Government organization is generally pyramidal in structure with Clerks or similar ministerial staff at the base, Superintendents or Managers in charge of supervision and with generally a Gazetted Officer as head of the office. The set-up in Technical Departments is also pyramidal with, as in Public Works Department, Overseers or Supervisors in immediate charge of the works, with Assistant Engineers and Executive Engineers in charge of supervision and payment for works and with Superintending Engineers and Chief Engineer in over-all control. Do you agree that this structure is sound ? Otherwise, what suggestions can you offer, such as reduction in the number of intermediate officers by suitable redefinition of the powers and functions of authorities at different levels ?

SCALES OF PAY.

2. It has been observed in the past that a Government servant should be paid no more or less than what is necessary to attract and retain him in service. Do you subscribe to this view ?

3. In criticism of the principle set out above, it is often urged that Government's policy in regard to pay scales should not be guided merely by laws of supply and demand but that it should be informed by moral or ethical principles. Do you accept this view?

4. As a special aspect of the application of moral, or ethical principles in determination of pay scales, it has often been urged that public servants should be given a minimum wage, and if possible, a fair wage or a living wage. Do you agree? If so, what do you consider to be the minimum wage, fair wage or living wage respectively for a Peon drawn generally from the working classes and a Lower Division Clerk drawn generally from the middle classes?

N.B.—"Minimum wage" is generally defined as the irreducible amount considered necessary for the sustenance of the worker and his family and for the preservation of his efficiency at work. The "living wage" on the other hand, is the amount which would enable the earner to provide for himself and his family not merely the essentials of life, but also a measure of comfort. Between these two limits is the "fair wage" the floor for which is set by the minimum wage.

5. (a) The minimum wage as well as the living wage will necessarily have to be fixed with reference to certain standards of food, clothing, housing, etc. Can you indicate broadly the minimum requirements separately on the basis of which the minimum wage as well as the living wage could be computed for the two categories in question, namely, Peons and Lower Division Clerks?

(b) In fixing the minimum wage as well as the living wage in monetary terms, should the benefits allowed to any classes of employees such as educational concessions, medical concessions, etc., be set off?

6. (a) Minimum wage as well as the living wage has necessarily to be worked out with reference to a hypothetical standard family. What do you consider to be the standard size of such a family (i) at the age of entry, (ii) at the eighth year of service, (iii) at the sixteenth year of service and (iv) at the twenty-fifth year of service of a Government servant?

(b) In particular, do you consider whether it would be fair if the minimum wage as well as the living wage at the outset of a Government servant's career is fixed so as to provide for the needs (i) of a single person or (ii) a family consisting of a Government servant and his wife?

7. Do you agree that, in fixing the minimum wage as well as the living wage for its employees, the Government should also have regard to the levels of earnings in other sectors such as Agriculture, Handloom-weaving, etc., which constitute important segments of the States economy and which ultimately bear in a large measure the burden of supporting public administration?

8. If you subscribe to the view that minimum wage or living wage should be ensured to Government employees, do you feel that such a proposal should be pursued even if that should entail a reduction or slowing down of nation building activities?

9. It has sometimes been suggested that Government should be a "model employer". Do you consider that the scales of pay under Government are comparable to the scales of pay in the leading industrial and commercial concerns?

10. Do you agree that the scales of pay in Government service can be fixed at a somewhat lower level than in the private sector in view of the other incidental advantages of Government service such as better security of tenure, liberal leave provisions, retirement benefits, etc.

11. Do you consider that there should be a differentiation in pay, allowances and other conditions of service as between persons employed in industrial establishments under Government and other Government employees? Please give reasons for the views held by you.

12. Do you consider that there should be a differentiation in pay, allowances and other conditions of service between Technical and Developmental cadres on the one hand and administrative and clerical cadres on the other? Please give reasons for the view held by you.

13. What other guiding principles would you suggest in the determination of the scales of pay of Government employees?

DEARNESS ALLOWANCE.

14. The Government are paying their employees dearness allowance, to compensate for the present high cost of living. This scheme of dearness allowance has been in operation for 18 years. Do you consider that the present system should be given up and if so, what other method would you suggest in its place?

15. What is the level of the cost of living with reference to which the basic pay should now be determined, considering the movement of prices in recent years and the economic trends generally? Would you suggest any particular year in the recent past as the "base year" for this purpose?

16. Should the dearness allowance be such as to neutralise the increased cost of living? It has been suggested that dearness allowance should be on a tapering scale providing for full neutralisation in the lower salary ranges and only partial neutralisation at a diminishing rate at the higher levels. What is your opinion? What is the level of pay at which dearness allowance should cease?

RETIREMENT BENEFITS.

17. (a) Under the present scheme of retirement benefits Government servants on retirement get one or other of the following benefits :—

(i) Pension calculated generally at half the average emoluments during the last three years of service.

Or

(ii) Half the pension as calculated above *plus* a Provident Fund to which the Government contribute at the rate of 5 nP. per rupee.

Do you suggest any changes in the present scheme?

(b) It is often urged that the main defect of this scheme is that it does not make adequate provision of the families of Government servants who die either in harness or soon after retirement. What changes would you propose in the present scheme of retirement benefits to overcome this defect?

APPENDIX IV.

LIST OF ASSOCIATIONS HEARD IN PERSON.

1. The Tamilnad N.G.G.Os. Union, Madras.
2. The Madras Secretariat Association.
3. The Madras Secretariat Officers' Association.
4. The Indian Officers' Association, Madras.
5. The Madras Last Grade Government Servants' Association, Madras.
6. The Madras State Sub-Registrars' Association.
7. The Madras State District Registrars' Association.
8. The Madras Civil Service (Executive Branch) Association.
9. The Association of Assistant Public Prosecutors.
10. The Madras State Panchayat Officers' Association.
11. Public Works Department Workers' Union, Stationery Stores Workers' Association, Industries Department Workers' Union and Guindy Engineering College Workshop Workers' Union.
12. The Government City Pharmacists' Association.
13. The X-ray Technicians' Association.
14. The Madras Medical Association.
15. The Madras Forest Service Association.
16. The Madras State Health Inspectors' Association.
17. The Madras State Health Officers' Association.
18. The Madras Veterinary Association.
19. The Madras Veterinary Assistant Surgeons Service Association.
20. The Association of Engineers, Madras P.W.D.
21. The Association of Madras State Highway Engineers.
22. The Madras Engineering Association, P.W.D.
23. The Draftsmen Association, Madras P.W.D.
24. The Madras State P.W.D. Irrigation Conservancy and Telephone Gumasthas' Association.
25. The Madras Minor Irrigation Subordinates Association.
26. The Tamilnad Irrigation Workers' Union.

27. The Madras Agricultural Engineering Supervisors' Association.
28. The Association of Upper Subordinate Officers of the Madras Agriculture Department.
29. The Madras Government Radio Supervisors' Association.
30. The Map Publication Employees' Union.
31. The South Indian Teachers' Union.
32. The Madras Government Transport Workers' Association.
33. Madras Government Coach Building Factory and Transport Workers' Association.
34. The State Transport Employees and General Workers' Union.
35. The Madras Government Press Workers' Union.
36. The Madras State Municipal Managers' Association.
37. The Tirunelveli District Panchayat Superior Service Employees' Association.
38. Indigenous Medical Staff Association.
39. Retired Officials' Association.

APPENDIX V.

STRENGTH OF THE CLERICAL STAFF AS BETWEEN UPPER DIVISION AND LOWER DIVISION IN DIFFERENT DEPARTMENTS.

Serial number and name of the department.						Number of Upper Division Clerks.	Number of Lower Division Clerks.
1	Accommodation Controller	..	..	..	..	3	12
2	Board of Revenue (C.S.)	..	..	..	..	47	192
	Do. (C.T.)	..	..	..	..	234	756
	Do. (Excise)	..	..	..	..	17	22
	Do. (F.P.)	..	..	..	..	87	115
	Do. (L.R.)	..	..	..	..	1,195	3,061
	Do. (S.E.)	..	..	..	..	140	984
3	Madras Public Service Commission	..	..	..	..	16	66
4	Sales Tax Appellate Tribunal	..	..	..	..	4	5
5	Tribunal for Disciplinary Proceedings	..	..	..	..	2	1
6	Forest Department	..	..	..	..	90	283
7	Chief Electrical Inspector	..	..	..	..	16	12
8	Public Works Department	..	..	..	..	753	1,012
9	Approved Schools	..	..	..	..	13	23
10	Agricultural Income-tax	..	..	..	..	58	85
11	Commissioner for Government Examinations	..	..	..	..	19	31
12	Hindu Religious and Charitable Endowments (Administration) Department.	..	..	..	..	72	163
13	Labour Department	..	..	..	..	13	32
14	Factories Department	..	..	..	..	23	24
15	National Employment Service	..	..	..	..	29	58
16	Comptroller, Governor's Household	..	..	..	..	2	5
17	Agriculture Department	..	..	..	..	268	661
18	Animal Husbandry Department	..	..	..	..	67	88
19	Milk Commissioner	..	..	..	..	9	6
20	Cinchona Department	..	..	..	..	23	35
21	Fisheries	..	..	..	..	36	48
22	Handlooms Department	..	..	..	..	4	3
23	Harijan Welfare Department	..	..	..	..	100	198
24	Industries Department	..	..	..	..	272	245
25	Khadi Department	..	..	..	..	71	40
26	Legal Studies	..	..	..	..	1	4

**STRENGTH OF THE CLERICAL STAFF AS BETWEEN UPPER DIVISION
AND LOWER DIVISION IN DIFFERENT DEPARTMENTS—cont.**

Serial number and name of the department.							Number of Upper Division Clerks.	Number of Lower Division Clerks.
27	Medical Department	..	..	..	..	..	172	492
28	Public Health Department	..	..	..	..	..	52	89
29	Education Department	..	..	..	..	..	180	765
30	Statistics Department	..	..	..	..	..	22	41
31	State Transport	..	..	..	..	..	31	81
32	Technical Education	..	..	..	..	..	31	41
33	Town-Planning Department	..	..	..	..	..	8	8
34	Women's Welfare Department	..	..	..	..	..	5	37
35	Local Fund Audit Department	..	..	..	..	..	..	44
36	Government Museum	..	..	..	..	..	3	7
37	Government Press	..	..	..	..	..	70	123
38	Judicial Department	..	..	..	..	..	375	1,911
39	Police Department	..	..	..	..	..	178	668
40	Fire Services Department	..	..	..	..	..	15	25
41	Jail Department	..	..	..	..	..	36	60
42	Registration Department	..	..	..	..	..	46	1,356
43	Inspector of Municipal Councils and Local Boards	..	..	..	..	..	48	335
44	Madras Record Office	..	..	..	..	..	13	4
45	Pay and Accounts Office	..	..	..	..	..	154	71
46	Carnatic Stipends	..	..	..	..	..	1	1
47	Private Secretary to Governor	..	..	..	..	..	2	..
48	Co-operative Department	..	..	..	..	..	3	74
49	Community Development Department	..	..	..	..	..	350	178
50	Soldiers', Sailors' and Airmen's Board	..	..	..	..	..	6	14
51	Port Department	..	..	..	..	..	2	18
52	State Transport Authority	..	..	..	..	..	55	80
53	Secretariat	..	..	..	..	..	513	233
54	Legislature Secretariat	..	..	..	..	..	17	17

APPENDIX VI.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION.**

Designation.	Number of posts.	Existing scale. RS.
GENERAL DEPARTMENT.		
Commissioner	1	1,700 (fixed).
Deputy Commissioner	1	750—50—1,200.
Council Secretary	1	250—25—500 plus special pay Rs. 75.
Superintendents	2	200—10—300.
Head Clerk	1	150—10—250—12½—275.
Managers	2	120—10—200.
Accountant	1	120—10—200.
Personal Clerk to Commissioner ..	1	100—10—200—12½—250 plus Rs. 25 special pay plus Rs. 25 personal pay.
Personal Clerk to the Mayor	1	100—10—200—12½—250 plus Rs. 25 special pay.
Steno to the Mayor	1	100—10—200—12½—250 plus Rs. 25 special pay plus Rs. 25 personal pay.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale.
GENERAL DEPARTMENT—cont.		
Chief Reporter	1	100—10—200—12½—250.
English Reporters	2	100—10—200—12½—250 plus Rs. 25 personal pay to 1.
Tamil Reporters	2	75—5—100—10—200 plus Rs. 25 special pay.
Shorthand Typists	3	45—5—100—10—170 plus Rs. 35 Shorthand allowance.
Accounts Commercial Clerk	1	120—7½—150—10—220.
Upper Division Clerks	21	55—5—75—7—145 plus Rs. 15 special pay to 5 officials.
Lower Division Clerks	9	45—3—75—5—100.
Telephone Operator	1	45—3—60—4—120.
Typists	9	55—5—75—7—145 plus Rs. 10 Typewriting allowance to 8 and Rs. 15 Shorthand allowance to 1.
Reference Suppliers	5	30—2—50 plus Rs. 15 special pay to 1.

Last Grade Staff.

Muchis	2	30—1—40 plus Rs. 5 special pay to 1.
Jamadar	1	30—1—35 plus Rs. 7 special pay.
Duffedars	3	20—1—30 plus Rs. 5 special pay.
Peons	92	20—1—25 plus Rs. 5 special pay to 20.

Labour Staff.

Drivers	6	50—2½—80 plus Rs. 10 special pay to each and Rs. 25 personal pay to 2.
Cleaners	6	25—1—35.
Cook	1	28—1—33.
Attender	1	Fixed pay Rs. 28 plus Rs. 7 special pay.
Attender	1	18—1—23.

REVENUE DEPARTMENT.

Labour Thozhilalies	21	18 (fixed).
Distraind Thozhilalies	66	17—1—25.
Peons	5	17—1—25.
Peons	91	20—1—25.
Duffedar	1	20—1—30.
Muchi	1	20—1—30.
Attenders	3	25—1—35.
Harkaras	3	25—1—40.
Gollahs	7	35—1—45.
Shroffs	10	40—3—70—2—80.
Assistant Cashiers	4	75—5—125.
Senior Assistant Cashier	1	100—5—175.
Head Cashier	1	200—10—300.
Lower Division Clerks	37	45—3—75—5—100.
Upper Division Clerks	113	55—5—75—7—145.
Clerk-Typist	1	45—3—60—4—120.
Typists	2	55—5—75—7—145 plus Rs. 10 as Typewriting allowance.
Personal Clerk (Revenue Officer)	1	100—10—200.
Enquiry Clerk	1	120—10—200.
Section Managers	11	120—10—200.
Superintendent	1	200—10—300.
Rent Collectors	6	30—2—50.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale. RS.
REVENUE DEPARTMENT—cont.		
Care-taker	1	30—2—50.
Sergeants	2	30—1—40.
Tax Collectors	99	40—3—70—2—80.
Tax Collectors	23	75—5—100.
Licence Inspectors	26	75—5—125.
Bailiffs	4	60—3—90.
Surveyors	2	80—5—120—EB—10—150.
Assessors	26	100—5—150—10—200.
Superintendent of Taxes	1	125—10—225.
Assistant Revenue Officers	5	250—25—500.
Revenue Officer	1	500—50/2—700.
Chairman (T.A.C.)	1	300—50/2—500—EB—50/2—700.

CENTRAL ACCOUNTS DEPARTMENT.

Chief Accounts Officer	1	500—25—750.
Assistant Accounts Officer	1	250—25—500.
Superintendents	2	200—10—300.
Section Managers	5	120—10—200.
Shorthand Typist	1	45—5—100—10—170 plus Rs. 35 Shorthand allowance.
Stationery Clerk	1	120—10—200.
Senior Accountant	1	120—10—200.
Typists	3	55—5—75—7—145 plus Rs. 10 Typewriting allowance.
Accountants	45	55—5—75—7—145 plus Rs. 25 special pay to 1 plus Rs. 15 special pay to 2 and plus Rs. 10 Comptometer allowance to 1.
Lower Division Clerks	10	45—3—75—5—100.
Clerical Attenders	2	30—2—50.
Attenders	2	25—1—35.
Duffedar	1	20—1—30.
Peons	9	20—1—25.
Temporary Accountants	6	55—5—75—7—145.
Temporary Peon	1	20—1—25.

CLEANSING DEPARTMENT.

Thozhilalies	1,241	16½—½—19.
Peons	10	20—1—25.
Thozhilalies	3,226	20½—½—23.
Peons	185	20—1—25.
Assistant Superintendents	2	25—1—35.
Conservancy Inspectors	5	40—3—70—5—100.
Conservancy Inspectors	14	40—3—70—5—100.
Carpenters	20	30—2½—50.
Blacksmiths		
Blower Fitters		
Painters		

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale. Rs.
CLEANSING DEPARTMENT—cont.		
Head Carpenters	5	50—2—70.
Maistris	2	30—2—50.
Veterinary Compounders	4	35—1—60.
Conservancy Inspectors	57	40—3—70—5—100.
Upper Division Clerks	2	55—5—75—7—145.
Lower Division Clerks	4	45—3—75—5—100.
Section Manager	1	120—10—200.
Upper Division Clerks	2	55—5—75—7—145.
Conservancy Supervisors	10	100—5—150.
Veterinary Assistant Surgeons	6	120—5—200.
Non-Technical Assistant	1	200—10—300.
Assistant Cleansing Officer	1	250—25—500.
Assistant Cleansing Officer	1	250—25—500.
(The post of Conservancy Officer is included in the Statement of Mechanical Engineering Section as Mechanical Engineer.)		
WATER WORKS DEPARTMENT.		
Water Works Engineer	1	750—50—1,000.
Assistant Engineers	3	250—25—500.
<i>Outdoor Staff.</i>		
Outdoor Foremen	4	150—10—250.
Water Works Overseers	28	80—5—120—EB—10—150.
Electrical Overseer	1	80—4—120.
Electrical Overseer	1	60—3—90.
Chloronome Operators	7	60—3—90.
Electricians	2	60—4—100.
Water Works Fitter	1	35—2—55.
Switch Board Operator	1	35—1—45.
Tax Collectors	6	40—3—70—2—80.
Red Hills Overseer	1	80—5—120—EB—10—150.
Assistant Overseer	1	36—2—70.
<i>Indoor Staff.</i>		
Section Managers	2	120—10—200.
Senior Accountant	1	120—10—200.
Upper Division Clerks	19	55—5—75—7—145.
Lower Division Clerks	4	45—3—75—5—100.
Shorthand Typist	1	45—5—100—10—170 plus Rs. 35 Shorthand allowance.
Typist	1	55—5—75—7—145.
Telephone Clerks	2	40—3—70—2—80.
Draftsmen	2	80—5—120—EB—10—150.
Surveyor	1	80—5—120—EB—10—150.
Surveyor and Draftsman	1	80—5—120—EB—10—150.
Tracer	1	35—1—55.
Clerical Attender	1	30—2—50.
<i>Last Grade Service.</i>		
Ferro Printer	1	25—1—40.
Duffedar	1	20—1—30.
Cycle Peon	1	20—1—25.
Peons	8	20—1—25.

EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—*cont.*

Designation.	Number of posts.	Existing scale.
		RS.
WATER WORKS DEPARTMENT—<i>cont.</i>		
<i>Labour Staff.</i>		
Assistant Overseers	34	36—2—70.
Waste Detection Maistries	11	30—1—35.
Fitters	30	35—2½—60.
Assistant Fitters	26	30—1—35.
Turn Cocks	29	30—1—35.
Fitter-cum-Turn Cock	1	30—1—35.
Bricklayers	28	30—1—35.
Lascars	311	20—1—30.
Drivers	4	45—2½—80.
Drivers	2	50—2½—80.
Cleaner	1	25—1—35.
Cleaner	1	20—1—30.
Fountain Cleaners	4	20—1—30.
Tube Well Mechanics	13	35—2—55.
Telephone Attenders	2	30—1—35.
Watchmen	5	20—1—25.
Thozhilalies	10	19 (fixed).
Lorry Thozhilalies	14	20—1—30.
Mechanical Fitter	1	25—2½—80.
Boostermen	6	25—1—35.
Watchmen	6	20—1—25.
Gardeners	6	20—1—25.
Mechanical Foreman	1	150 (Rs. 5 per day including all allowances).
Mechanics	2	105 (Rs. 3—50 per day including all allowances).
Fitter Thozhilaly	1	45 (Rs. 1—50 per day including all allowances).
Fitters	5	25—1—30.
<i>Filter Beds and Mechanical Filters.</i>		
Maistry	1	36—2—70.
Bricklayers	2	30—2—50.
Fitter	1	35—2—55.
Assistant Fitters	2	30—1—35.
Turn Cocks	2	30—1—35.
Lascars	12	20—1—30.
Lascars	3	18—1—23.
Men Gardeners	4	20—1—25.
Women Gardeners	5	15 (fixed).
Fitter Thozhilalies	9	20—1—25.
Men Thozhilalies	4	20—1—25.
Porters for main gate	3	20—1—25.
Night Patrol	1	25—1—30.
Maistry	1	35—3—50.
Watchmen	6	20—1—25.
Men Gardeners	4	20—1—25.
Women Gardeners	2	15 (fixed).
Thozhilalies	18	18—1—23.
RED HILLS.		
Syrangs	2	20—1—25.
Bungalow Peon	1	22—1—30.
Watchman at Jones Tower	1	20—1—25.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale.
		RS.
RED HILLS—cont.		
Lascars	16	20—1—30.
Lascars	3	18—1—23.
Gardener	1	20—1—25.
Sweeper (Woman)	1	15 (fixed).
Scavengers (Women)	2	15 (fixed).
Repairs to Meters.		
Fitters	10	Re. 1 to Rs. 2.
Thozhilalies	11	Re. 0.75 to 1.75.
KILPAUK WATER WORKS PUMPING STATION.		
Senior Shift Engineer	1	150—10—250 plus special pay Rs. 25.
Shift Engineers	3	150—10—250.
Drivers, Grade I	2	80—5—125.
Drivers, Grade II	2	70—5—100.
Electrical Operators	4	80—5—120—10—150.
Foreman	1	70—5—100.
Store-keeper	1	45—3—60—4—120.
Computer	1	45—3—75.
Electrician	1	50—2—70.
Filter Beds.		
Filter Beds Overseer	1	80—5—120—10—150.
Maistry	1	20—1—25.
Peon	1	20—1—25.
Mechanical Filters.		
Section Manager	1	120—10—200.
Upper Division Clerks	2	55—5—75—7—145.
Typist	1	55—5—75—7—145 plus Type- writing allowance Rs. 10.
Computer	1	45—3—75.
Attender	1	30—2—50.
Plumbers	2	36—2—70.
Senior Engineer	1	200—10—300.
Supervisor	1	150—10—250.
Chemists	2	100—5—150.
Shift Operators	4	80—5—120—10—150.
Filter Operators	4	60—4—100.
Sergeant	1	60—3—90.
Electricians	2	50—2—70.
Peons	3	20—1—25.
Filter Staff.		
		Minimum. Increment. Maximum.
		RE. RE. RS.
Filters	9	1-00 0-06 2-75
Filter Thozhilalies	13	0-75 0-06 1-12
Brick-layer	1	1-00 0-06 1-75
Turner	1	1-00 0-06 2-75
Boiler Thozhilalies	4	0-75 0-06 1-12

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale. RS.
KILPAUK WATER WORKS PUMPING STATION—cont.		
<i>Labour Staff.</i>		
Firemen	7	25—1—30.
Cleaners	10	20—1—25.
Blacksmith	1	35—1—45.
Filter Thozhilaly	1	20—1—25.
Gate Watchmen	3	20—1—25.
Tapal Lascar	1	20—1—25.
Gardener	1	15 (fixed pay).
Scavenger	1	16— $\frac{1}{2}$ —19.

SPECIAL WATER WORKS SECTION.

<i>Technical Staff.</i>		
Executive Engineer (Water-supply) ..	1	500—25—750.
Assistant Engineers	5	250—25—500.
Supervisors, Grade I	9	150—10—250.
Do. Grade II	2	125—5—150.
Surveyors-cum-Draughtsmen	3	80—5—120—EB—10—150.
Surveyors	11	80—5—120—EB—10—150.
Draughtsmen	7	80—5—120—EB—10—150.
Overseers	11	80—5—120—EB—10—150.
Tracers	4	35—1—55.

Non-technical Staff.

Office Superintendent	1	200—10—300.
Chief Accountant	1	120—10—200.
Out-door Accountant	1	120—10—200.
Shorthand Typist	1	45—5—100—10—170 plus Rs. 35 Shorthand allowance.
Typist	1	55—5—75—7—145 plus Rs. 10 Typewriting allowance.
Clerk-Typist	1	45—3—60—4—120.
Senior Store-keeper	1	100—5—150.
Store-keepers	2	45—3—60—4—120.
Upper Division Clerks	18	55—5—75—7—145.
Lower Division Clerks	5	45—3—75—5—100.

Inferior Staff.

Duffadar	1	25—1—30.
Peons	12	20—1—25.
Do.	12	20 (fixed).
Cycle Peons	2	20—1—25.
Cycle Lascars	8	20 (fixed).
Lascars	32	20 (fixed).

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale.
RS.		
HEALTH DEPARTMENT (ESTABLISHMENT).		
Health Officer	1	750—50—1,000.
Assistant Health Officers	4	250—25—600.
Assistant Surgeon (I.D.H.T.)	1	300—20—500.
Assistant Surgeons (Medical Officers)	66	150—25/2—400.
Pathologist	1	250—20—500.
Assistant Pathologists	2	200—25/2—400.
Senior Entomologist	1	250—25/2—400.
Lay Secretary	1	120—10—200.
L.I.Ms.	10	100—5—150—10—300.
Medical Officers	2	200—10—300—25—400.
Bio-Chemist	1	200—10—400.
Medical Officer	1	350—15—500.
Director, Ashok Vihar	1	250—15—500.
Assistant Director, Ashok Vihar	1	150—25/2—400.
Superintendent, Zoo	1	200—10—300.
Assistant Superintendent, Zoo	1	150—10—250.
Superintendent, Slaughter-house	1	120—5—200—10—250.
Assistant Superintendent, Slaughter-house.	1	120—5—200—10—250.
Water Analyst	1	250—25—500.
Assistant Water Analysts	3	150—10—200.
Public Analyst	1	250—25—600.
Senior Assistant Analysts	2	150—10—300.
Assistant Analysts, Grade I	2	150—10—300.
Do. Grade II	3	100—10—200.
Head Clerk	1	120—10—200.
Section Manager	1	120—10—200.
Upper Division Clerks	34	55—5—75—7—145.
Steward	1	75—5—125.
Shorthand Typist	1	45—5—100—10—170.
Typists	5	55—5—75—7—145.
Lower Division Clerks	44	45—3—75—5—100.
Clerk-Typists	2	45—3—60—4—120.
Sanitary Inspectors	62	60—4—120—EB—5—150.
Food Inspectors	6	60—4—120—EB—5—150.
Sanitary Inspectors (Vaccination)	70	60—4—120.
Assistant Vaccinators	7	30—2—40—1—55.
Female Vaccinators	8	30—4—50.
Staff Nurse, Ashok Vihar	1	100—5—150.
Senior Staff Nurse	1	100—5—125—10—175.
Staff Nurses	11	80—5—150.
Do.	4	80—5—125.
Staff Nurse	1	80—5—150.
Health Visitors	2	80—5—100.
Health Visitor	1	75—5—100.
Health Visitors	9	80—5—150.
Health Visitor	1	60—2—100.
Technicians	8	50—5—100.
Compounders	74	45—2—55—1—75.
Veterinary Compounders	4	35—1—60.
Welfare Organiser	1	60—5—100.

EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—*cont.*

Designation.	Number of posts.	Existing scale.
RS.		
HEALTH DEPARTMENT (ESTABLISHMENT)— <i>cont.</i>		
Midwives	3	40—3—55—1—70.
Nursery Teacher	1	35—1—60.
Magic Lantern Operator	1	30—4—50—5—75.
Superintendent, Dhobikhana	1	40—3—70—5—100.
Market Superintendents	8	40—3—70—5—100.
Malaria Supervisors	8	60—5—120.
Midday Meals Supervisors	3	60—5—100.
Stegomia Overseers	8	30—2—50.
Instructor (Swimming Bath)	1	60—3—90.
Instructors (Swimming Bath)	2	40—2—60.
Senior Attender	1	40—3—70.
Clerical Attender	1	30—2—50.
Attender	1	25—1—35.
Attenders	24	30—1—40.
Attendant (Swimming Bath)	1	25—1—40.
Care-takers (Burial Grounds)	3	30—2—50.
Swimming Guides	2	25—1—35.
Sergeants (Slaughter-houses)	2	30—1—40.
Sergeants (Zoo)	3	50—3—80.
Mahouts	3	30 (fixed pay).
Warders, Grade I	2	40—2—60.
Do. Grade II	13	25— $\frac{1}{2}$ —35—1—40.
Animal Keepers	18	20—1—30.
Night Patrol	1	25 (fixed pay).
Night Watchman	1	25 (fixed pay).
Head Cooks	3	30—1—40.
Junior Cooks	12	25—1—35.
Watchmen	6	15—1—20.
Duffadar	1	20—1—30.
Male Ward Attendants	69	20—1—25.
Female Ward Attendants	65	20—1—25.
Peons Ward Attendants	161	20—1—25.
Peons Ward Attendants	2	17—1—25.

HEALTH DEPARTMENT (LABOUR).

Drivers	8	50—2 $\frac{1}{2}$ —80.
Driver	1	35 (fixed pay).
Drivers	15	40—2 $\frac{1}{2}$ —50.
Carpenter	1	40—2—50.
Mason	1	30—2—60.
Malaria Maistris	50	30—2—50.
Maistry	1	23—1—30.
Garden Maistris	2	20 $\frac{1}{2}$ (fixed pay).
Maistry	1	20—1—30.
Maistris	2	23 (fixed pay).
Swimming Guides	2	20—1—25.
Guide	1	18 (fixed).
Cook	1	18—1—20.
Do.	1	15 (fixed).
Cooks	5	18—1—23.
Silk Cart Mechanic	1	45—2 $\frac{1}{2}$ —60.
Cleaners	8	25—1—35.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale. RS.
HEALTH DEPARTMENT (LABOUR)—cont.		
Cleaner	1	25—1—30.
Do.	1	20—1—25.
Operator for Steam Disinfector ..	1	33 (fixed pay).
Dhobies	2	20½—½—23.
Do.	3	20—½—23.
Barbers	2	20½—½—23.
Gardeners	31	18 (fixed pay).
Watchmen	17	18 (fixed pay).
Watchman	1	15—1—20.
Watchmen	5	15 (fixed pay).
Do.	3	18—1—25.
Do.	2	18—1—23.
Do.	4	25—½—30.
Lorry Thozhilalis	12	27 (fixed pay).
Thozhilalis	4	17½—½—20.
Do.	49	18 (fixed pay).
Do.	20	20½—½—23.
Thozhilali	1	18—1—25.
Thozhilalis	196	18—1—23.
Women Thozhilalis	15	15 (fixed pay).
Male Thozhilalis	3	15 (fixed pay).
Thozhilalis	55	20—½—25.
Do.	35	20—½—33.
Do.	6	59 nP. per day.
Lascars	3	18—1—23.
Male Sweepers	37	20½—½—23.
Female Sweepers	19	16½—½—19.
Sweepers	4	20—1—28.
Sweeper-Scavengers	5	17½—½—20.
Sweeper-Scavenger	1	20½ (fixed).
Male Thotti	1	20½ (fixed).
Male Thottis	8	20—½—23.
Fitter	1	84 nP. per day.

CHILD WELFARE SCHEME.

Regular.

1 Lady Superintendent	1	400—25—600.
2 Doctors	37	150—25/2—400.
3 Health Visitors	32	60—2—100.
4 Compounders	30	45—2—55—1—75.
5 Social Workers	2	60—2—100.
6 Midwives	239	40—3—55—1—70.
7 Nursery Teachers	2	35—1—55.
8 Section Manager	1	120—10—200.
9 Upper Division Clerks	5	55—5—75—7—145.
10 Lower Division Clerk	1	45—3—75—5—100.
11 Clerk-Typist	1	45—3—60—4—120.
12 Nurses (Government trained) ..	2	80—5—125.
13 Nurses (Mission trained)	6	60—4—100.

EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—*cont.*

Designation.	Number of parts.	Existing scale.
RS.		
CHILD WELFARE SCHEME— <i>cont.</i>		
<i>Non-Regular.</i>		
1 Peons	114	20—1—25.
2 Female ward attendants	2	20—1—25.
3 Gardener	1	20—1—25.
4 Ward Scavengers	46	15 (fixed).
5 Ward Ayahs	39	18—1—23.
6 Family Planning Ayahs	6	18—1—23.
7 Centre Ayahs	34	15 (fixed).
8 Creche Ayahs	8	18 (fixed).
9 Part-time scavengers	16	5 (fixed).
10 Part-time Ayahs	6	10 (fixed).
11 Drivers	6	50—2½—80.
12 Cleaners	2	25—1—35.

SPECIAL WORKS DEPARTMENT.

I. Sewer Cleaning Establishment.

Special Engineer	1	750—50—1,000.
Drainage Superintendent	1	250—25—500.
Assistant Engineers	2	250—25—500.
Head Clerk	1	120—10—200.
Section Managers	2	120—10—200.
Accountants	2	120—10—200.
Shorthand Typist	1	45—5—100—10—170.
Upper Division Clerks	3	55—5—75—7—145.
Accountant	1	55—5—75—7—145.
Typist	1	55—5—75—7—145.
Lower Division Clerks	4	45—3—75—5—100.
Sewer Foremen	2	150—10—250.
Supervisors	4	150—10—250.
Storm Water Drainage Supervisor	1	150—10—250.
Overseers	7	80—5—120—EB—10—150.
Surveyors	3	80—5—120—EB—10—150.
Draughtsmen	2	80—5—120—EB—10—150.
Sewer Superintendents	33	50—3—80.
Brick Laying Maistris	2	50—4—70.
Tracers	2	35—1—55.
Pipe Laying Maistry	1	35—3—50.
Ferro Printer	1	25—1—40.
Peons	18	20—1—25.
Cycle Peon	1	20—1—25.
Lascars	8	20—1—25.

II. House Connection Establishment.

Lower Division Clerk	1	45—3—75—5—100.
Overseers	7	80—5—120—EB—10—150.
Draughtsman	1	80—5—120—EB—10—150.
Tracer	1	35—3—50.
House Connection Maistris	5	30—2—50.
Peons	2	20—1—25.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of parts.	Existing scale.
RS.		
SPECIAL WORKS DEPARTMENT—cont.		
<i>III. F.O.L. Establishment.</i>		
Accountant	1	120—10—200.
Assistant Accountant	1	55—5—75—7—145.
Upper Division Clerks	12	55—5—75—7—145.
Typist	1	55—5—75—7—145.
Time-keepers	5	35— 6 —50.
Supervisors	2	150—10—250.
Overseers	6	50—3—80—4—120.
Store-keeper	1	45—3—60—4—120.
Draughtsman Tracer	1	35—3—50.
Process Servers	6	35—3—50.
Weighmen	3	20—1—25.
Peons	7	20—1—25.
Cycle Peon	1	20—1—25.
Lascars	11	20 (fixed).
Watchmen	4	15 (fixed).
<i>IV. Kellys Drain Establishment.</i>		
Overseer	1	80—5—120—EB—10—150.
<i>Capital Establishment.</i>		
Assistant Engineers	3	250—25—500.
Upper Division Clerks	4	55—5—75—7—145.
Typist	1	55—5—75—7—145.
Supervisor	1	150—10—250.
Overseers	3	80—5—120—EB—10—150.
Assistant Overseer	1	45—3—60.
Surveyors	5	80—5—120—EB—10—150.
Draughtsmen	4	80—5—120—EB—10—150.
Store-keeper	1	45—3—60—4—120.
Brick Laying Maistris	2	50—4—70.
Pipe Laying Maistry	1	35—3—50.
Tracer	1	35—3—50.
Ferro Printer	1	25—1—40.
Peons	4	20—1—25.
Lascars	10	20—1—25.
<i>Saidapet Drainage Scheme, Special Works Department (Capital).</i>		
Supervisors	2	150—10—250.
Overseers	4	80—5—120—EB—10—150.
Upper Division Clerks	2	55—5—75—7—145.
Lower Division Clerks	2	45—3—75—5—100.
<i>Sewage Disposal Works, T. Nagar, and Gravitation Main (Capital).</i>		
Supervisors	2	150—10—250.
Overseers	2	80—5—120—EB—10—150.
<i>Sewage Farm, Kodungaiyur, Special Works Department (Capital).</i>		
Farm Superintendent	1	250 (fixed).
Fieldmen	2	45—3—60.
Lower Division Clerks	2	45—3—75—5—100.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale.
		RS.
SPECIAL WORKS DEPARTMENT—cont.		
<i>Sewage Irrigation Scheme, Kodungaiyur, Special Works Department (Capital).</i>		
Supervisor	1	150—10—250.
Upper Division Clerk	1	55—5—75—7—145.
Lower Division Clerk	1	45—3—75—5—100.
<i>Pumping Station Establishment.</i>		
Lower Division Clerks	2	45—3—75—5—100.
Draughtsman	1	80—5—120—EB—10—150.
Computers	2	40—2—60.
Mechanical Supervisor	1	150—10—250.
Foremen	2	100—5—125—10—175.
Electrical Fitter	1	60—3—90.
Store Checkers	3	45—3—60—4—120.
Chargemen	16	100—5—150.
Assistant Chargemen	50	60—4—100.
Engine Driver	1	60—4—100.
Electrical Pumpmen	2	35—1—45.
ELECTRICAL DEPARTMENT.		
1 Electrical Engineer	1	750—50—1,000.
2 Senior Assistant Electrical Engineer	1	250—25—600 plus Rs. 100 special pay.
3 Assistant Electrical Engineer	1	250—25—500.
4 Section Manager	1	120—10—200.
5 Upper Division Clerks	6	55—5—75—7—145 plus Rs. 15 special pay to one E.C.
6 Lower Division Clerks	3	45—3—75—5—100.
7 Accountant	1	55—5—75—7—145.
8 Shorthand Typist	1	45—5—100—10—170 plus Rs. 35 S.H.A.
9 Typist	1	55—5—75—7—145 plus Rs. 10 T.W.A.
10 Electrical Store-keeper	1	45—3—60—4—120 plus Rs. 25 special pay.
11 Electrical Store Clerks	2	45—3—60—4—120 plus Rs. 10 special pay to one.
12 Foreman, Electrical Workshop	1	90—3—120.
13 Technical Assistant	1	150—10—250.
14 Surveyors	3	80—5—120—EB—10—150.
15 Draughtsmen	3	80—5—120—EB—10—150.
16 Tracers	2	35—1—55.
17 Time-keepers	6	35—3—50.
18 Electrical Supervisors	7	150—10—250 plus Rs. 30 M.C.A.
19 Assistant Supervisors	7	80—5—120—EB—10—150 plus Rs. 30 M.C.A.
20 Overhead Line Inspector	1	90—3—120 plus Rs. 4 C.A.
21 Lighting Inspectors	4	90—3—120 plus Rs. 4 C.A.
22 Electricians	64	50—2—70 plus Rs. 4 C.A.
23 High Tension Jointer	1	70—3—100 plus Rs. 4 C.A.
24 High Tension Assistant Jointer	1	50—2—70 plus Rs. 4 C.A.
25 Jointers L.T.	6	50—2—70 plus Rs. 4 C.A.
26 Assistant Jointers L.T.	6	35—1—45 plus Rs. 4 C.A.
27 Wiremen	6	50—2—70 plus Rs. 4 C.A.
28 Assistant Wiremen	6	35—1—45 plus Rs. 4 C.A.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale.
RS.		
ELECTRICAL DEPARTMENT—cont.		
29 Helper	1	25—1—35 plus Rs. 4 C.A.
30 Electric Overseers	3	90—3—120 plus Rs. 4 C.A.
31 Lift Attender	1	30—2—50 plus Rs. 15 S.P.
32 Radio Inspector	1	90—3—120 plus Rs. 4 C.A.
33 Radio Electrician	1	60—3—90 plus Rs. 4 C.A.
34 Electric Overseers (Cold Storage)	3	70—3—100.
35 Electrical Fitter	1	50—2—70 plus Rs. 4 C.A.
36 Shift Operators	3	90—3—120 plus Rs. 4 C.A.
<i>Last Grade.</i>		
37 Peons	10	20—1—25.
38 Duffadar	1	20—1—30.
39 Attender	1	25—1—35.
<i>Temporary Staff under Capital Funds.</i>		
1 Supervisor	1	150—10—250 plus Rs. 30 M.C.A.
2 Assistant Supervisor	1	120—10—150 plus Rs. 30 M.C.A.
3 Tracer	1	50—3—80 plus Rs. 4 C.A.
4 Shorthand Typist	1	60—4—120 plus Rs. 15 S.H.A.
5 Accountant	1	80—4—120.
6 Clerk	1	60—4—120.
7 Assistant Wireman	1	40—1—45 plus Rs. 4 C.A.
8 Jointer L.T.	1	60—2—70 plus Rs. 4 C.A.
9 Peons	2	20—1—25.
10 Clerical Attender	1	25—1—35.
11 Surveyor	1	120—10—150 plus Rs. 4 C.A.
12 Wireman	1	60—2—70 plus Rs. 4 C.A.
13 Assistant Jointer	1	40—1—45 plus Rs. 4 C.A.
<i>Labour—Regular—Electrical Department.</i>		
1 Lascars	24	18—1—23.
2 Tapal Lascars	6	18—1—23.
3 Painter mates	2	23—1—28.
4 Jointer mates	5	23—1—28.
5 O. H. Maistris	3	28 (Fixed).
6 Watchmen	39	18.
7 Switchers	131	18— $\frac{1}{2}$ —23.
8 Thozhilalies	47	18—1—23.
9 Radio Operators	9	25—2—35.
10 Scavenger	1	20— $\frac{1}{2}$ —23.
11 Electric Cleaner	1	25—1—30.
<i>Capital Works (Labour).</i>		
1 Lascars	2	18—1—23.
2 Thozhilalies	8	18—1—23.
MECHANICAL ENGINEERING SECTION.		
1 Mechanical Engineer and Conservancy Officer.	1	750—50—1,000.
2 Assistant Mechanical Engineer	1	250—25—500.
3 Section Manager	1	120—10—200.
4 Upper Division Clerks	3	55—5—75—7—145.
5 Shorthand Typist	1	45—5—100—10—170 plus Rs. 35 S.H.A.
6 Peons	5	20—1—25.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale. RS.
LORRY STATION.		
1 Lorry Station Supervisor	1	150--10--250.
2 Motor Vehicle Supervisor	1	150--10--250.
3 Upper Division Clerk	1	55--5--75--7--145.
4 Petrol Clerk	1	55--5--75--7--145.
5 Lower Division Clerks	2	45--3--75--5--100.
6 Petrol Clerk	1	45--3--75--5--100.
7 Petrol Clerk for T. Nagar	1	45--3--75--5--100.
8 Lorry Depot Keeper	1	40--3--70--2--80.
9 Time-keeper	1	35--3--50.
Labour.		
1 Lorry Drivers	115	45--2½--80.
2 Cleaners	90	25--1--35.
3 Tractor Drivers	21	45--2½--80.
4 Head Fitter	1	90--3--120.
5 Time-keepers	4	35--3--50.
6 Fitters	27	45--2½--80.
7 Electric Fitter	1	45--2½--80.
8 Fitter Thozhilalies	22	18--1--25.
9 Firemen	2	23--1--28.
10 Operators of Special Lubrication	3	25--1--30.
11 Petrol Bunk Operators	3	25--1--35.
Petrol Bunk Operator	1	Rs. 18 (fixed).
12 Store Lascars	2	Rs. 18 (fixed).
13 Tapal Lascar	1	Rs. 18 (fixed).
14 Watchmen	8	Re. 1-12 nP. to 1-50 nP. per day.
15 Assistant Motor Foreman	1	Rs. 3½ to Rs. 5 per day.
16 Carpenter	1	75 nP. to Rs. 2-09 nP. per day.
17 Carpenter Thozhilali	1	59 nP. to 97 nP. per day.
18 Rivetter	1	62 nP. to Re. 1-84 nP. per day.
19 Rivetter Thozhilali	1	59 nP. to 97 nP. per day.
20 Painters	2	62 nP. to Re. 1-59 nP. per day.
21 Painter Thozhilali	1	59 nP. to 97 nP. per day.
22 Machinist	1	Re. 1-75 nP.—06 nP.—Rs. 3.
GENERAL WORKSHOP.		
Chief Foreman	1	150--10--250--15--400.
Assistant Foremen	2	100--5--125--10--175.
Upper Division Clerks	6	55--5--75--7--145.
Lower Division Clerk	1	45--3--75--5--100.
Clerical Attenders	4	30--2--50.
Electrical Fitter	1	50--2--70.
Gate-keeper	1	35--1--40.
Peon	1	20--1--25.
Labour.		
Maistris	6	Rs. 2 to Rs. 2-12-6 per day.
Moulders	44	Re. 0-12-0 to Rs. 2-1-6 per day.
Fitters	46	Rs. 0-12-0 to Rs. 2-9-6 per day.
Turners	32	Re. 0-14-0 to Rs. 2-9-6 per day.
Motor Fitters .. ..	..	Nil.
Drillers	4	Re. 0-9-6 to Re. 1-5-6 per day.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale.
GENERAL WORKSHOP—cont.		
<i>Labour—cont.</i>		
Blacksmiths	9	Re. 0-12-0 to Rs. 1-13-6 per day.
Riveters	23	Re. 0-10-0 to Rs. 1-13-6 per day.
Hammermen	8	Re. 0-9-6 to Re. 1-5-6 per day.
Carpenters	34	Re. 0-12-0 to Rs. 2-1-6 per day.
Painters	5	Re. 0-10-0 to Rs. 1-9-6 per day.
Letter Painters	5	Re. 1 to Rs. 2-5-0 per day.
Furnacemen	2	Re. 0-10-0 to Re. 1-5-6 per day.
Welders	7	Rs. 1-12-0 to Rs. 2-12-0 per day.
Pattern makers	2	Re. 0-12-0 to Rs. 2-5-6 per day.
Tinkers	4	Re. 0-9-6 to Rs. 1-9-6 per day.
Grinder	1	Re. 0-15-6 to Re. 1-5-6 per day.
Wood-Turner	1	Re. 0-14-0 to Rs. 2-9-6 per day.
Thozhilalies	137	Re. 0-9-6 to Re. 0-15-6 per day.
Watchmen	7	Re. 1-2-0 to Rs. 1-8-0 per day.
Lascars	3	Rs. 18-1-23.
Scavenger	1	Rs. 20½-½-23 per mensem.
Sweeper	1	Rs. 15 per mensem (fixed).
Waterman	1	Rs. 30 (fixed).
Canteen Staff	2	Rs. 30 (fixed).

WORKS DEPARTMENT.

		RS.
Engineer	1	750-50-1,000.
Head Clerk	1	120-10-200.
Section Manager	1	120-10-200.
Out-door Accountants	2	120-10-200.
Shorthand Typist	1	45-5-100-10-170.
Upper Division Clerks	36	55-5-75-7-145.
Lower Division Clerk	1	45-3-75-5-100.
Assistant Accountants	7	55-5-75-7-145.
Typists	4	55-5-75-7-145.
Senior Accountant	1	120-10-200.
Head Surveyor	1	150-10-250.
Head Draughtsman	1	150-10-250.
Surveyors	11	80-5-120-EB-10-150.
Draughtsmen	9	80-5-120-EB-10-150.
Tracers	4	35-1-55.
Executive Engineer	1	500-25-750.
Assistant Engineers	7	250-25-500.
Building Plan Inspectors	5	150-10-250.
Mechanical Foreman	1	150-10-250.
Supervisor, Pallavaram Quarry	1	150-10-250.
Supervisor, Central Asphalt Plant	1	150-10-250.
Assistant Foreman, Steam Road Roller	1	100-5-125-10-175.
Overseers (Road and Building)	48	80-5-120-EB-10-150.
Superintendent, Pallavaram Quarry	1	150-10-250-15-400.
Medical Officer	1	150-25/2-400.
Time-keepers	3	35-3-50.
Assistant Engineer (Special)	1	250-25-500.
Clerks-Store-keepers	3	45-3-60-4-100.
Clerk-typist	1	45-3-60-4-100.

EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—*cont.*

Designation.	Number of posts.	Existing scale.
		RS.
WORKS DEPARTMENT— <i>cont.</i>		
Midwife	1	40—3—55—1—70.
Compounder	1	45—2—55—1—75.
Section Grade Drivers	8	100—5—150.
Drivers, S.R.R.	27	60—4—100.
Drivers, Pallavaram Quarry	4	60—4—100.
Chief Driver, Central Asphalt Plant	1	100—5—150.
Assistant Driver	1	60—4—100.
Foreman-Bitumen	1	60.
Operators	4	35—3—50.
Mechanical-cum-Spraymen	6	35—3—50.
Supervisor, Sports Aerena	1	100—5—120—10—150.
Encroachment Officer	1	220.
Surveyor	1	80—5—120—EB—10—150.
Sergeant, Ripon Buildings	1	60—3—90.
Blue Printer	1	25—1—40.
Clerical Attenders	3	30—2—50.
Maistry	1	25—1—35.
Muchi	1	20—1—30.
Duffadar	1	20—1—30.
Cycle Peons	3	20—1—25.
Peons	25	20—1—25.
Head Watchmen	2	20—1—30.
Watchmen	16	20—1—25.
Ward Boy	1	20—1—25.
Ayahs	2	20—1—25.
Lascars	9	20.

WORKS DEPARTMENT (CAPITAL SECTION).

Lascars	38	20 (fixed).
Peons	5	20—1—25.
Blue Printer	1	25—1—30.
Time-keeper	1	35—3—50.
Typist	1	55—5—75—7—145.
Upper Division Clerks	2	55—5—75—7—145.
Do.	11	55—5—75—7—145.
Lower Division Clerks	4	45—3—75—5—100.
Draughtsmen	4	80—5—120—EB—10—150.
Surveyors	2	80—5—120—EB—10—150.
Maistry	1	50—3—80.
Tracers	3	50—3—80.
Out-door Accountant	1	120—10—200.
Overseers	2	80—5—120—EB—10—150.
Surveyors	3	80—5—120—EB—10—150.
Supervisors	6	150—10—250.
Chief Accountant	1	150—10—200.
Section Manager	1	150—10—200.
Shorthand-typist	1	45—5—100—10—170.
Supervisors	12	150—10—250.
Do.	8	150—10—250.
Assistant Engineers	4	250—25—500.
Executive Engineer	1	500—25—750.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale.
RS.		
WORKS DEPARTMENT (TOWN-PLANNING SECTION).		
Assistant Engineer	1	250—25—500.
Section Manager	1	120—10—200.
Accountants	2	55—5—75—7—145.
Upper Division Clerks	4	55—5—75—7—145.
Typist	1	55—5—75—7—145.
Clerk-typist	1	45—3—60—4—120.
Lower Division Clerk	1	45—3—75—5—100.
Tax Collector	1	40—3—70—2—80.
Peons	2	20—1—25.
<i>Technical Staff.</i>		
Supervisors	5	150—10—250.
Surveyors	18	80—5—120—EB—10—150.
Tracers	3	35—1—55.
Blue Printer	1	25—1—40.
Lascars	21	18—1—23.
Lascars	2	18 (fixed).
<i>Labour Working in Works Department:</i>		
Waterman	1	18 (fixed).
Scavengers	4	20½—½—23.
Tappal Lascars	15	18—1—23.
Sweeper	1	15 (fixed).
Sweepers	18	20½—½—23.
Watchman, V.P. Hall	1	18—1—23.
Lascars	17	18—1—23.
Tappal Lascars	2	18—1—23.
Assistant Overseers	39	30—2—50.
Maistries	7	28—1—38.
Head Thozhilalies	80	21—½—23.
Male Thozhilalies	700	19 (fixed).
Female Thozhilalies	200	15 (fixed).
Boy Thozhilalies	140	15 (fixed).
Watchmen	26	18.
Maistries	10	35—1½—50.
Accounts Writer	3	40—3—70—2—80.
Blacksmiths	3	Re. 1-75 nP.—0-12 nP.— Rs. 3-50 nP. per day.
Hammermen	3	Re. 1-25 nP.—0-06 nP.— Re. 1-44 nP. per day.
Jumpers	135	26—1—45.
Ghip Breakers	91	22—½—28.
Breakers	608	20—½—25.
Male Thozhilalies	55	22—½—32.
Time-keepers	5	40—2—50.
Male Thozhilalies	70	Re. 1-12 nP.—0-06 nP.— Re. 1-50 nP. per day.
Females	33	0-56 nP.—0-06 nP.—0-75 nP. per day.
Drivers	8	45—2½—80.
Cleaners	4	25—1—35.
Tappal Lascar	1	18—1—23.
Watchmen	4	18—1—23.
Tractor Driver	1	50—2½—80.
Tractor Cleaner	1	25—1—35.
Welder	1	Re. 1-75 nP.—0-06 nP.— Rs. 2-87 nP. per day.

EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.

Designation.	Number of posts.	Existing scale.
		RS.
WORKS DEPARTMENT (TOWN-PLANNING SECTION)—cont.		
<i>Labour Working in Works Department—cont.</i>		
Rapid Plant Cleaners	9	25—1—35.
Scavengers, Male	1	20½—½—23.
Scavengers, Female	1	16½—½—19.
Fireman	1	23 (fixed).
Thozhilalies	8	18 (fixed).
Cleaners	4	25—2—35.
Firemen	19	30—2—50.
Cleaners	42	25—2—35.
Watchmen	9	18 (fixed).
Fitters	4	0·75—0·06—2·50 per day.
Thozhilalies	4	0·59—0·06—0·97 per day.
Male Thozhilalies	120	19 (fixed).
Blacksmith	1	45—1½—60.
Carpenter	1	45—1½—60.
Firemen	6	35—3—50.
Cleaners	10	20—1½—35.
Thozhilalies	70	19 (fixed).
Watchmen	5	18 (fixed).
Tractor Drivers	5	50—2½—80.
Lorry Drivers	10	45—2½—80.
Cleaners	5	25—1—35.
Grounds Man	1	30—2—50.
Thozhilalies	10	18—1—23.
Maistry	1	25—1—35.
Watchmen	5	18—1—23.
Sweepers	4	18—½—23.

PARKS.

Skilled Labourers	5	1·50 per day.
Park Maistries	1	28—1—33.
Do.	2	23—1—33.
Do.	2	23—1—28.
Male Thozhilalies	72	18 per mensem.
Do.	1	18—½—20.
Do.	5	0·84 per day.
Do.	28	0·72 per day.
Watchmen	16	18 per mensem.
Female Thozhilalies	37	15 per mensem.
Boy Thozhilalies	2	15 per mensem.
Avenue Maistries	3	28—1—33.
Avenue Thozhilalies, Males	191	18 per mensem.
Boy Thozhilalies	10	15.
Superintendent of Parks	1	250—25—500.
Clerk (U.D.C.)	1	55—5—75—7—145.
Park Supervisors	2	100—5—150.
Park Overseers	2	40—4—80.
Park Maistry	1	25—1—35.
Peons	14	20—1—25.
Store-keeper	1	45—3—60—4—120.
Avenue Supervisor	1	60—4—120.
Avenue Overseers	2	40—4—80.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF
STAFF UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale.
		RS.
SLUMS DIVISION, WORKS DEPARTMENT.		
Executive Engineer	1	500—25—700.
Assistant Engineers	2	250—25—500.
Superintendent	1	200—10—300.
Head Accountant	1	120—10—200.
Section Manager	1	120—10—200.
Out-door Accountant	1	120—10—200.
Upper Division Clerks	5	55—5—75—7—145.
Lower Division Clerks	6	45—3—75—5—100.
Assistant Accountant	1	55—5—75—7—145.
Shorthand Typist	1	45—5—100—10—170 plus Shorthand Allowance Rs. 35.
Typists	2	55—5—75—7—145.
Supervisors	7	150—10—250.
Head Surveyor	1	150—10—250.
Surveyors	5	80—5—120—10—150.
Draughtsmen	4	80—5—120—10—150.
Civil Surveyors	2	120—10—200.
Assistant Supervisors or Overseers	2	80—5—120—10—150.
Maistries or Jointers	6	50—3—80.
Tracers	1	50—3—80.
Blue-Printer	1	25—1—30.
Lascars	28	20 (fixed).

EDUCATION DEPARTMENT.

Educational Officer	1	250—25—700.
Assistant Educational Officers	2	200—10—250—15—400.
Section Manager	1	120—10—200.
Accountants	3	120—10—200.
Supervisor of Schools	6	80—5—120—10—200.
	1	80—5—120.
Lady Supervisors	2	80—5—120—10—200.
Upper Division Clerks	20	55—5—75—7—145.
Lower Division Clerks	7	45—3—75—5—100.
Typists	2	55—5—75—7—145 plus Rs. 10.
J.R.C. Organizer	1	80—5—120.
Reference Suppliers	2	30—2—50.
Attendance Checkers	4	25—1—45.
Organizing Secretary	1	80—5—120—10—150.
Playground Instructors	25	60—4—100.
Office Attenders	2	25—1—35.
Duffadar	1	20—1—30.
Peons	285	20—1—25.
Playground Attenders	25	20—1—25.
	6	17—1—25.

Corporation High Schools, Saidapet and Nungambakkam.

Headmasters	2	250—15—400.
Assistants, B.A., L.T., Grade I	12	{ 165—5—205. 205—10—245.
Do. Grade II	21	{ 85—5—125. 125—10—175.
Assistants, Secondary Grade	40	{ 45—3—60. 60—2—90.
Pandit (Hindi)	2	60—4—100.

**EXISTING SCALES OF PAY OF THE DIFFERENT CATEGORIES OF STAFF
UNDER THE MADRAS CORPORATION—cont.**

Designation.	Number of posts.	Existing scale.
		RS.

EDUCATION DEPARTMENT—cont.

Corporation High Schools, Saidapet and Nungambakkam—cont.

Manual Training Instructors	4	50—2—90.
Manual Training Assistants	2	40—2—60.
Drill Master and Physical Training Instructors.	6	{ 50—3—65. 65—2—95. 45—3—60. 60—2—90.
Needle Work Instructors	4	{ 40—2—70.
Drawing Masters	2	45—3—75.
Music Mistress	1	25—1—35.
Attender	1	

Pay of Elementary Teachers.

Headmasters and Headmistresses ..	20	60—4—100.
	225	45—3—60—2—90.
	9	45—1½—60.
Headmasters	51	35—1—55.
Assistant L.Ts.	2	60—4—100.
Assistants, Secondary Grade	611	45—3—60—2—90.
Tamil, Telugu and Urdu Pandits ..	37	40—3—55—2—85.
Assistants, Elementary Higher Grade ..	2,230	35—1—45—1½—60.
Assistants, Lower Grade	25	30—1—45.
Music Teachers	35	40—1½—70.
Untrained Teachers	2	35—1—65.
Specialist Teachers	79	30—1—55.
	1	40—2—60.
	2	30—1—45.
	1	30—1—40.

APPENDIX VII.

**THE SCALES OF PAY OF SOME OF THE IMPORTANT POSTS UNDER THE
LOCAL BODIES AND THE SCALES OF PAY UNDER GOVERNMENT FOR
CORRESPONDING GRADES.**

Name of the post.	Existing scales of pay.	
	Local bodies.	Government.
	RS.	RS.
Peons	18—1—25	18—1—25.
Duffadars	22—1—30 22—½—30	{ 22—1—30.
Attenders	16—½—25 22—1—30 22—1—35 24—1—35	{ 24—1—35.
Typists and Steno-typists ..	45—2—85	45—3—60—2—90.
Lower Division Clerks ..	45—2—85	45—3—60—2—90.
Upper Division Clerks ..	70—3—85—5—110	80—5—110.
Head Clerks and Superin- tendents.	90—5—105—3—120	{ 140—5—190. 190—10—240. 250—10—300.
Managers	{ 90—5—110 100—5—120	{ 250—10—300.
Bill Collectors	{ 25—1—35 30—2—50—1—55	{ 30—2—50—1—55.

THE SCALES OF PAY OF SOME OF THE IMPORTANT POSTS UNDER THE LOCAL BODIES AND THE SCALES OF PAY UNDER GOVERNMENT FOR CORRESPONDING GRADES—*cont.*

Name of the post.	Existing scales of pay.			
	Local bodies.		Government.	
	RS.		RS.	
Revenue Inspectors	45—2—85	..	45—3—60—2—90.	
Assistant Revenue Officers ..	150—5—200	..	150—5—200	(Deputy Tahsildars).
Assistant Accountants	110—5—150	..	80—5—110—3—125.	
	110—5—160	..		
Accountants	70—3—90—5—105	..	80—5—110.	
	90—5—105—3—120	..		
	125—5—150	..		
	125—5—175	..	140—5—190.	
Women Medical Officers ..	200—10—400	..		
	200—25—400	..		
	200—25/2—400	..	200—25/2—400.	
Women Medical Officers and Assistant Surgeons.	150—5—200	..	200—25/2—400.	
	200—10—240	..		
	150—10—350	..		
Radiologists	200—25/2—400	..	200—25/2—400.	
Staff Nurse and Matrons ..	50—3—65—2—75	..	85—5—150.	
	50—3—95	..		
Social Workers (V.D. Dept.) ..	70—3—130	..	85—5—150.	
Pharmacists (Modern Medicine).	40—2—50—1—65.	..	45—2—85.	
Pharmacists (Integrated Medicine).	40—1—55	..	40—1—55.	
Maternity Assistants	40—3—55—1—65	..	40—3—55—1—70.	
	35—2—55—1—65	..		
Nursing Orderlies	14— $\frac{1}{2}$ —20	..	19—1—25 (Grade II).	
	14—1—20	..		
	19— $\frac{1}{2}$ —25	..		
	19—1—25	..		
Health Visitors	70—3—130	..	70—3—130.	
Sanitary Inspectors—				
Selection Grade	140—5—190	..	140—5—190.	
Ordinary Grade	60—3—90—4—130	..	60—3—90—4—130.	
Health Assistants	45—2—55—1—75	..	45—2—55—1—75.	
Field Assistants	25—2—45	..	25—2—45.	
	25—1—45	..		
	25—2—55	..		
Ayahs	12— $\frac{1}{2}$ —16	..	12—1—16.	
	12—1—16	..		
	15—1—20	..		
Town Planning Officer—				
Grade I	260—30/2—380—40/2—500.	..	260—30/2—380—40/2—500.	
Grade II	150—10—250	..	150—10—250.	
Assistant Town-Planning Officer.	100—5—150—10—180	..	100—5—150—10—250.	
Tracers	35—1—55	..	35—1—55.	
Chainmen	18—1—25	..	18—1—25.	
Water Works Supervisors ..	100—5—150—10—180	..	100—5—150—10—250.	
Public Works Supervisors ..	100—5—150—10—180	..	100—5—150—10—250.	
Public Works Overseers ..	70—3—115	..	70—2—90—3—120.	
Lower Grade Teachers	20—1—35	..	23—1—35.	
	23—1—33	..		
	23—1—35	..		
	24—1—33	..		

**THE SCALES OF PAY OF SOME OF THE IMPORTANT POSTS UNDER THE
LOCAL BODIES AND THE SCALES OF PAY UNDER GOVERNMENT FOR
CORRESPONDING GRADES—cont.**

Name of the post.	Existing scales of pay.			
	Local bodies.		Government.	
	RS.		RS.	
Higher Grade Teachers ..	30—1—45	.. ..	} 30—1—50.	
	30—1—50	.. ..	
	35—1—50	.. ..	
Secondary Grade Teachers ..	45—2—85	.. ..	} 45—3—60—2—90.	
	45—3—60—2—90	.. ..	
B.T. and L.T. Assistants ..	75—5—145	.. ..	} 85—5—125—10—175.	
	85—5—125—10—175	.. ..	
Headmasters	150—10—200	.. ..	} 165—5—205—10—245.	
	165—5—205—10—245	.. ..	

APPENDIX VIII.

POSTS ON FIXED PAY UNDER LOCAL BODIES.

Serial number.	Number of posts.	Rates of fixed pay.	Serial number.	Number of posts.	Rates of fixed pay.
(1)	(2)	(3)	(1)	(2)	(3)
		RS. NP.			RS. NP.
1	1	3·00	37	4,034	15·00
2	13	4·00	38	262	15·50
3	27	5·00	39	68	16·00
4	22	6·00	40	44	16·25
5	23	6·25	41	1	16·81
6	5	6·50	42	6	17·00
7	5	6·87	43	2,240	17·50
8	81	7·00	44	7	18·00
9	14	7·50	45	4	18·75
10	14	8·00	46	262	20·00
11	13	8·12	47	45	21·00
12	59	8·75	48	6	22·00
13	12	9·00	49	7	22·50
14	74	9·37	50	4	23·00
15	676	10·00	51	20	25·00
16	1	10·25	52	12	26·00
17	51	10·50	53	1	27·00
18	308	10·62	54	17	28·00
19	170	11·00	55	105	30·00
20	587	11·25	56	27	31·00
21	32	11·56	57	18	32·00
22	203	11·87	58	5	32·50
23	886	12·00	59	4	34·00
24	126	12·19	60	21	35·00
25	2,145	12·50	61	10	37·50
26	140	13·00	62	1	38·00
27	4	13·12	63	1	45·00
28	157	13·16	64	1	46·00
29	44	13·50	65	3	50·00
30	9	13·69	66	2	70·00
31	5	13·81	67	1	75·00
32	793	14·00	68	4	90·00
33	4	14·37	69	1	100·00
34	14	14·50	70	1	150·00
35	21	14·60	71	1	160·00
36	648	13·75			

APPENDIX IX.

FIXATION OF PAY IN THE NEW SCALES—ILLUSTRATIONS.

ILLUSTRATION 1.

'A', a Lower Division Clerk, draws a pay of Rs. 64 in the eighth year of his service in the existing scale of Rs. 45—3—60—2—90 plus a dearness allowance of Rs. 41. His 'present emoluments' are Rs. 105. From this Rs. 10 should be deducted and the balance of Rs. 95 should be treated as his 'present pay' for the purpose of fixation of pay in the new scale. His pay will first be fixed at the next stage above Rs. 95, viz., Rs. 98, in the new scale of Rs. 90—4—110—3—140. As 'A' has completed seven years of service in the existing scale, he should be given two advance increments amounting to Rs. 8 at the rate of one increment for every 3 years of service. Thus his pay should be finally fixed at Rs. 98 plus 8, i.e., at Rs. 106. In the new scale he will draw a pay of Rs. 106 plus a dearness allowance of Rs. 10. The increase in his emoluments will then be (Rs. 116—105) Rs. 11.

ILLUSTRATION 2.

'B', a B.T. Assistant, draws a pay of Rs. 120 in the eighth year of his service in the existing scale of Rs. 85—5—125—10—175 plus a dearness allowance of Rs. 46. His 'present emoluments' are Rs. 166. As the emoluments are between Rs. 161 and Rs. 170, a sum of Rs. 16 should be deducted so as to bring it down to Rs. 150 and this amount of Rs. 150 should be treated as his 'present pay' for the purpose of fixation of pay in the new scale. Thus his pay will be fixed at the next stage above Rs. 150, viz., Rs. 155, in the new scale of Rs. 140—5—180—10—250. As 'B' has completed seven years of service, he should be given two advance increments amounting to Rs. 10 at the rate of one increment for every three years of service. Thus his pay should be finally fixed at Rs. 155 plus Rs. 10, i.e., at Rs. 165. In the new scale he will draw a pay of Rs. 165 plus a dearness allowance of Rs. 20. The increase in his emoluments will then be (Rs. 185—166) Rs. 19.

ILLUSTRATION 3.

'D', a Deputy Tahsildar, draws a pay of Rs. 170 in the fifth year of his service in the existing scale of Rs. 150—5—200 plus a dearness allowance of Rs. 55. His 'present emoluments' are Rs. 225. From this Rs. 20 should be deducted and the balance of Rs. 205 treated as his 'present pay' for the purpose of fixation of pay in the new scale. His pay should first be fixed at the next stage above Rs. 205, namely, Rs. 210, in the new scale of Rs. 200—5—240—10—270. As 'D' has completed four years of service in the existing scale, he should be given one advance increment of Rs. 5 at the rate of one increment for every three years of service. Thus his pay should be finally fixed at (Rs. 210 plus 5) Rs. 215. In the new scale, he will draw a pay of Rs. 215 plus a dearness allowance of Rs. 20. The increase in his emoluments will then be (Rs. 235—225) Rs. 10.

ILLUSTRATION 4.

'P', a Peon, draws a pay of Rs. 24 in the seventh year of his service in the existing scale of Rs. 18—1—25 plus a dearness allowance of Rs. 36. His 'present emoluments' are Rs. 60. From this Rs. 10 should be deducted and the balance of Rs. 50 treated as 'present pay' for the purpose of fixation of pay in the new scale. His pay will be fixed at the next stage, viz., Rs. 51, in the new scale of Rs. 50—1—60. As 'P' has completed six years of service in the existing scale, he should be given two advance increments amounting to Rs. 2 at the rate of one increment for every three years of service. Thus his pay should ordinarily be fixed at (Rs. 51 plus 2) Rs. 53. His total emoluments will then be Rs. 53 plus the new dearness allowance of Rs. 10, namely, Rs. 63. This will give him an increase of Rs. 3 only. As he should get a minimum increase of Rs. 5 his pay should finally be fixed at Rs. 55. Thus he will draw a pay of Rs. 55 plus dearness allowance of Rs. 10, i.e., Rs. 65 and the increase in his emoluments will then be (Rs. 65—60) Rs. 5.

ILLUSTRATION 5.

'T', a Tahsildar, draws a pay of Rs. 270 in the eighth year of his service in the existing scale of Rs. 200—10—300 plus a dearness allowance of Rs. 70. His 'present emoluments' are Rs. 340. As he is not eligible under the new scheme of dearness allowance for any dearness allowance at this stage, Rs. 340 is treated as his 'present pay' for the purpose of fixation of pay in the new scale. His pay will then be fixed at the stage next above Rs. 340, namely, Rs. 355, in the new scale of Rs. 250—15—450. As 'T' has completed seven years of service in the existing scale, he should be given two advance increments

amounting to Rs. 30 at the rate of one increment for every three years of service. Then his pay will have to be fixed ordinarily at Rs. 385. This will give him an increase of Rs. 45. But as the maximum increase will have to be limited to Rs. 25, his pay is fixed finally at Rs. 355 plus a personal pay of Rs. 10, i.e., at Rs. 365. The increase in his emoluments will then be (Rs. 355 plus 10)—Rs. 340 = Rs. 25.

ILLUSTRATION 6.

'C', a Deputy Collector, draws a pay of Rs. 450 in the eighth year of his service in the existing scale of Rs. 300—50/2—700 plus a dearness allowance of Rs. 70. His 'present emoluments' are Rs. 520. As he is not eligible under the new scheme of dearness allowance for any dearness allowance at this stage, Rs. 520 should be taken as his 'present pay', for the purpose of fixation of pay in the new scale. His pay will then be fixed at the next stage above Rs. 520, namely, Rs. 525, in the new scale of Rs. 375—25—800 without giving him any weightage for past service. In the new scale, he will draw a pay of Rs. 525 which will give him an increase of Rs. 5 (i.e. Rs. 525—520).

ILLUSTRATION 7.

'J', Junior Engineer, draws a pay of Rs. 160 in the second year of his service in the existing scale of Rs. 150—10—250 plus a dearness allowance of Rs. 53. His 'present emoluments' are Rs. 213. From this, Rs. 20 should be deducted and the balance of Rs. 193 treated as his 'present pay', for the purpose of fixation of pay in the new scale. As his present pay is less than the minimum of the new scale, his pay is fixed at Rs. 225, the minimum of the new scale. In the new scale he will draw a pay of Rs. 225 plus a dearness allowance of Rs. 20, i.e., Rs. 245, resulting in an increase of Rs. 32 over his 'present emoluments' of Rs. 213. Even though this is in excess of the maximum increase permitted in other cases, this will have to be allowed as the pay is fixed only at the minimum of the new scale.

ILLUSTRATION 8.

'E', a Superintending Engineer, draws a pay of Rs. 1,000 in the first year of his service in the existing scale of Rs. 1,000—100/2—1,200. His 'present emoluments' are Rs. 1,100. As he is not eligible for any dearness allowance at this stage, Rs. 1,100 should be taken as his 'present pay' for the purpose of fixation of pay in the new scale. As his present emoluments are Rs. 1,100 he should not be given any financial benefit at the point of fixation of his pay in the new scale. His pay should not therefore be fixed at the next higher stage but at the stage equivalent to his 'present emoluments', viz., Rs. 1,100 in the revised scale of Rs. 1,100—50—1,300.

APPENDIX X.

NUMBER OF PERMANENT AND TEMPORARY POSTS IN EACH DEPARTMENT.

Serial number and name of department.	Gazetted.		Total.	Non-Gazetted.		Total.	Grand total.
	Perma- nent.	Tempo- rary.		Perma- nent.	Tempo- rary.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1 Accommodation Controller .. ..	..	3	3	..	71	71	74
2 Board of Revenue (S.E.) ..	5	6	11	830	4,433	5,263	5,274
Do. (C.T.) ..	15	62	77	956	1,426	2,382	2,459
Do. (F.P.) ..	1	56	57	..	1,203	1,203	1,260
Do. (C.S.) ..	..	10	10	..	524	524	534
Do. (L.R.) ..	78	64	142	5,734	2,802	8,536	8,678
3 Madras Public Service Commission.	2	2	4	51	84	135	139
4 Sales tax Appellate Tribunal. ..	4	..	4	22	8	30	34
5 Forests .. ..	..	43	43	1,210	1,487	2,697	2,740
6 Electrical Inspectorate ..	4	4	8	54	46	100	108
7 Chief Engineer (General) ..	164	266	430	1,720	2,958	4,678	5,108
8 Highways	62	111	173	1,133	1,238	2,371	2,544
9 Approved Schools and Vigi- lance Service.	7	5	12	213	196	409	421
10 Agricultural Income-tax .. ..	..	..	..	..	423	423	423
11 Commissioner for Government Examinations.	1	1	2	35	35	70	72
12 Hindu Religious and Charitable Endowments Department.	9	8	17	220	181	401	418
13 Labour Department ..	10	7	17	56	66	122	139

NUMBER OF PERMANENT AND TEMPORARY POSTS IN EACH DEPARTMENT—cont.

Serial number and name of department.	Gazetted.		Total.	Non-Gazetted.		Total.	Grand total.
	Perma- nent.	Tempo- rary.		Perma- nent.	Tempo- rary.		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
14 Factories	13	8	21	246	298	544	565
15 National Employment ..	..	18	18	..	192	192	210
16 Police	98	23	121	28,232	9,621	37,853	37,974
17 Comptroller, Governor's Household.	4	1	5	229	..	229	234
18 Stationery and Printing (including Government Press).	10	5	15	1,967	1,650	3,617	3,632
19 Director of Agriculture ..	61	125	186	992	3,262	5,571	5,757
			Engineering	177	1,140		
20 Animal Husbandry	34	70	104	743	1,348	2,091	2,195
21 Milk Commissioner .. ..	..	2	2	..	41	41	43
22 Cinchona	7	7	14	112	117	229	243
23 Fisheries	7	18	25	107	463	570	595
24 Handlooms .. .. .	..	2	2	..	36	36	38
25 Harijan Welfare	1	15	16	1,395	2,163	3,548	3,564
26 Industries and Commerce ..	13	176	189	181	3,076	3,257	3,446
27 Khadi	1	23	24	..	2,366	2,366	2,390
28 Legal Studies	10	7	17	17	11	28	45
29 Medical Services	602	638	1,240	6,244	4,860	11,104	12,344
30 Public Health	90	76	166	466	2,682	3,148	3,314
31 Public Instruction	87	102	189	2,534	2,606	8,177	8,366
		Kanyakumari		2,852	185		
32 Statistics	3	22	25	36	456	492	517
33 State Transport	16	6	22	404	216	620	642
34 Technical Education	24	65	89	188	609	797	886
35 Town-Planning	1	5	6	18	68	86	92
36 Women's Welfare .. .. .	..	1	1	..	231	231	232
37 Local Fund Accounts	4	5	9	195	358	553	562
38 Government Museum	2	..	2	84	2	86	88
39 High Court and Judicial ..	6	1	7	406	115	521	528
	154	26	180	5,178	812		
		Kanyakumari		401	79	6,470	6,650
40 Fire Services	8	..	8	1,498	707	2,205	2,213
41 Inspector-General of Prisons.	36	5	41	1,146	386	1,532	1,573
42 Registration	16	2	18	2,483	146	2,629	2,647
43 Municipal Councils and Local Boards.	19	13	32	263	830	1,093	1,125
44 Madras Record Office	2	..	2	76	3	81	83
45 Pay and Accounts Office ..	..	6	6	17	279	296	302
46 Paymaster, Carnatic Stipends.	..	..	..	4	1	5	5
47 Governor's Secretariat .. ..	..	2	2	13	2	15	17
48 Registrar of Co-operative Societies.	30	45	75	874	1,341	2,215	2,290
49 Rural Development .. .. .	..	51	51	177	6,033	6,210	6,261
50 S.S. and A.'s Board .. .. .	..	..	..	3	40	43	43
51 Secretariat	58	41	99	1,044	818	1,862	1,961
52 State Port Officer	6	..	6	153	29	182	188
53 State Transport Authority ..	8	9	17	144	182	326	343
54 Legislature	3	3	6	86	59	145	151
55 Chemical Examiner	5	1	6	9	11	20	26
56 Industrial Tribunal .. .. .	..	..	..	..	8	8	8
57 Chairman, Tribunal for Disciplinary Proceedings.	1	..	1	9	2	11	12
58 Connemara Library	1	..	1	22	24	46	47
59 Official Language Committee.	..	2	2	..	17	17	19
60 Excise	9	2	11	159	43	202	213
Total ..	1,812	2,277	4,089	73,820	67,195	1,41,015	1,45,104